



**FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
ACADEMIC POLICY AND STUDENT AFFAIRS COMMITTEE**

FIU, Modesto A. Maidique Campus, Graham Center Ballrooms

Livestream: <http://webcast.fiu.edu/>

Thursday, June 15, 2023

11:30 AM

or

Upon Adjournment of Previous Meeting

Chair: Natasha Lowell

Members: Cesar L. Alvarez, Jose J. Armas – *Health Affairs liaison*, Deanne Butchey, Dean C. Colson,
Chanel T. Rowe, Marc D. Sarnoff, Alexander P. Sutton, Roger Tovar – *Athletics liaison*

AGENDA

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|---|--------------------|
| 1. Call to Order and Chair's Remarks | Natasha Lowell |
| 2. Approval of Minutes | Natasha Lowell |
| 3. Action Items | |
| AP1. Tenure Nominations | Elizabeth M. Bejar |
| AP2. Tenure as a Condition of Employment Nominations | Elizabeth M. Bejar |
| AP3. FIU Embrace Education Program Renewal Application to the Center for Students with Unique Abilities | Elizabeth M. Bejar |
| AP4. Proposed Amendment to Regulation FIU-105 Sexual Harassment (Title IX) and Sexual Misconduct | Elizabeth M. Bejar |
| AP5. Proposed Amendment to Regulation FIU-2501 Student Conduct and Honor Code | Elizabeth M. Bejar |
| AP6. Proposed Amendment to Regulation FIU-2505 Alcoholic Beverages | Elizabeth M. Bejar |
| AP7. Proposed Amendment to Regulation FIU-2506 Academic Program Termination and Temporary Suspension of New Enrollments | Elizabeth M. Bejar |

4. Discussion Items *(No Action Required)*

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|---|----------------------------|
| 4.1 Update on Institutional Agreements with International Entities | Elizabeth M. Bejar |
| 4.2 Student Government Updates | Alexander P. Sutton |
| 4.3 Faculty Senate Updates | Deanne Butchey |

5. Academic Affairs Regular Reports *(For Information Only)*

- Academic and Student Affairs
- Enrollment Management and Services
- Faculty Senate
- Information Technology
- Research and Economic Development/ University Graduate School

6. New Business <i>(If Any)</i>	Natasha Lowell
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7. Concluding Remarks and Adjournment	Natasha Lowell
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FIU Board of Trustees Academic Policy and Student Affairs Committee Meeting

Time: June 15, 2023 11:30 AM - 12:30 PM EDT

Location: FIU, Modesto A. Maidique Campus, Graham Center Ballrooms | Livestream:
<http://webcast.fiu.edu/>

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THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
Academic Policy and Student Affairs Committee
June 15, 2023

Subject: Approval of Minutes of Meeting held on February 23, 2023

Proposed Committee Action:

Approval of Minutes of the Academic Policy and Student Affairs Committee meeting held on February 23, 2023 at the FIU, Modesto A. Maidique Campus, Graham Center Ballrooms.

Background Information:

Committee members will review and approve the minutes of the Academic Policy and Student Affairs Committee meeting held on February 23, 2023 at the FIU, Modesto A. Maidique Campus, Graham Center Ballrooms.

Supporting Documentation: Minutes: Academic Policy and Student Affairs Committee Meeting, February 23, 2023

Facilitator/Presenter: Natasha Lowell, *Chair, Academic Policy and Student Affairs Committee*



Academic Policy and Student Affairs Committee
February 23, 2023
FIU, Modesto A. Maidique Campus, Graham Center Ballrooms

MINUTES

1. Call to Order and Chair's Remarks

The Florida International University Board of Trustees' Academic Policy and Student Affairs Committee meeting was called to order by Committee Chair Natasha Lowell on Thursday, February 23, 2023, at 11:27 AM.

General Counsel Carlos B. Castillo conducted roll call of the Academic Policy and Student Affairs Committee members and verified a quorum. Present were Trustees Natasha Lowell, *Committee Chair*; Cesar L. Alvarez; Jose J. Armas, *Health Affairs liaison*; Deanne Butchey; Dean C. Colson, *Board Chair*; Cristhofer E. Lugo; Chanel T. Rowe (*via Zoom*); Marc D. Sarnoff; and Roger Tovar, *Board Vice Chair and Athletics Liaison*.

Trustee Gene Prescott and University President Kenneth A. Jessell were also in attendance.

Committee Chair Lowell welcomed all Trustees and members of the University administration. She also welcomed the University community and general public accessing the meeting via the University's webcast.

Trustee Lowell congratulated Elizabeth M. Bejar on her appointment as Provost, Executive Vice President, and Chief Operating Officer.

Provost Bejar commented on the launch of national searches for the Dean of the Steven J. Green School of International and Public Affairs and the Dean of University Libraries. Provost Bejar stated that 2014 FIU College of Law graduate, Desmond Meade, who serves as the Executive Director of the Florida Rights Restoration Coalition, has been nominated for a Nobel Peace Prize. Provost Bejar indicated that the U.S. Department of Education has awarded FIU a \$6M five-year grant to help improve access and mental-health services for students in Miami-Dade County Public Schools (MDCPS). She pointed out that the Florida Board of Governors (BOG) identified school psychology and social work as areas of strategic emphasis and added that expanding the capacity of school-based mental health providers is of the utmost priority in order to mitigate the national, state, and local shortages. She noted that FIU, in collaboration with MDCPS, will support and expand the training and credentialing of psychologists and school social workers in 243 high-needs schools, serving over 170,000 students. She further stated that, at least 145 graduate students will be supported by the grant through coursework, fieldwork, specialized workshops, and seminars. Provost Bejar explained that, upon completion, students are guaranteed positions in MDCPS working in their field.

Provost Bejar indicated that during the Superbowl, 17 FIU students from the Chaplin School of Hospitality & Tourism Management spent that Sunday in Arizona welcoming guests as part of their Mega Events specialization. Provost Bejar commented on FIU athletic training alumnae who were on both sides of the field during the Superbowl. She remarked that the National Football League has 150 athletic trainers, 21 are female and added that three (3) of which are FIU alumnae. Provost Bejar commented that the FIU Board of Trustees-approved MBA in Cybersecurity Risk was approved by the BOG and added that the University is actively recruiting students for a Fall 2023 launch with the first cohort of graduates planned for December 2024.

2. Approval of Minutes

Committee Chair Lowell asked if there were any additions or corrections to the minutes of the Academic Policy and Student Affairs Committee meeting held on December 6, 2022. Hearing none, a motion was made and unanimously passed to approve the minutes of the Academic Policy and Student Affairs Committee meeting held on December 6, 2022.

3. Action Items

AP1. Tenure as a Condition of Employment Nominations

Trustee Lowell indicated that Tenure as a Condition of Employment (TACOE) is proposed for two candidates and added that to be considered for TACOE, newly hired faculty must qualify for tenure at FIU based on their caliber of work and/or tenure status at their previous institutions. Provost Bejar presented the TACOE nominations for Committee review and noted that TACOE is reserved for individuals who have achieved highly prestigious academic careers prior to their becoming FIU faculty. She noted that TACOE candidates have either received or are eligible for tenure at their previous institution. She explained that at the time of hire, the faculty candidate understands the expectation that the tenure and rank appointment will be granted upon review of the candidate's materials by the department, the college, the Provost, the President, and the Board of Trustees. She indicated that said process is the regular process for tenure and promotion decisions at FIU. Provost Bejar remarked that the department and college have vetted the scholarly qualifications and completed the required expedited tenure review for the TACOE candidates. She commented on the TACOE candidates, Dr. Kyung Bo Kim and Dr. Maria Clara Franco who will be joining the Department of Cellular Biology and Pharmacology in the Herbert Wertheim College of Medicine and the Center for Translational Science as professor and associate professor, respectively.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve of the two candidates for Tenure as a Condition of Employment as specified in the Board materials.

AP2. Proposed Regulation FIU-2507 Examinations and Assessments

Provost Bejar presented the proposed Regulation FIU-2507 Examinations and Assessments for Committee review. She indicated that the purpose of the new regulation is to document that FIU's examinations and assessments are confidential and/or exempt from disclosure under Florida Statute. She noted that while the University had an existing process in place, FIU did not have a regulation to inform the public regarding it. Provost Bejar stated that said new regulation references FIU's processes related to the access, maintenance, and destruction of examination and assessment

instruments and related developmental materials and workpapers for all University academic units, testing centers, technology services, and online curriculum learning management systems.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve proposed Regulation FIU-2507 Examinations and Assessments, and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors and as a result of the regulation-making process.

AP3. Proposed Amendment to Regulation FIU-1305 Students in Military Service

Provost Bejar presented the proposed amendment to Regulation FIU-1305 Students in Military Service for Committee review. She indicated that in accordance with revisions to BOG Regulation 6.013 Military Veterans and Active Duty Students, FIU has proposed changes to its existing regulation including: changing the title to Military Veterans and Active Duty Students; details concerning enrollment and registration options for students called into active military service; inclusion of a description of how veterans' military training, courses, and occupations may be evaluated to earn undergraduate college credit; and references the location of publicly available information regarding the process for awarding such credit and any associated appeal.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend that the FIU Board of Trustees approve the proposed amendment to Regulation FIU-1305 Students in Military Service, and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors and as a result of the regulation-making process.

AP4. New Program Proposal: Bachelor of Science in Sport and Exercise Science

Provost Bejar presented the Bachelor of Science in Sport and Exercise Science new program proposal for Committee review. She indicated that the proposed program would fall under a STEM (science, technology, engineering or mathematics) degree and replace the existing Bachelor of Science degree in Physical Education, which currently offers a track in Sports and Fitness Studies. She commented that the proposed degree responds to shifts in the discipline of movement sciences and will provide a rigorous undergraduate education with an emphasis on anatomy, physiology, human movement, and applications to exercise and sport. She pointed out that baccalaureate training in exercise science offers opportunities for graduates' immediate employment as exercise physiologists in hospitals, health care clinics, health and wellness facilities, sport performance and fitness facilities, private practices, and government agencies. She indicated that the demand for exercise physiologists continues to grow locally and nationally.

A motion was made and unanimously passed that the FIU Board of Trustees Academic Policy and Student Affairs Committee recommend to the FIU Board of Trustees approval of the Bachelor of Science in Sport and Exercise Science new program proposal.

4. Discussion Items

4.1 Enrollment Discussion

Provost Bejar provided a high-level overview of enrollment at FIU. She commented that enrollment at a research university in an urban setting such as Miami is complex and is based on recruitment, scholarship funding, and marketing efforts, but is also predicated on human behavior such as familial ties, affinities, situational factors, and economic indicators. Provost Bejar mentioned that shifts in higher education enrollment are partly predicated on the declined births rates from 18 years ago which has now led to less college freshman. She added that said shifts have been affected by the pandemic as well. She remarked on the University's commitment to a sound enrollment strategy that can provide flexibility, be responsive to changing market conditions, and achieve the learning and research environment that is envisioned for the future of FIU and the community. She commented that the University's leadership is committed to understanding what factors create downstream impacts in order to make recommendations to the Board of Trustees and remain conscientious of FIU's tolerance for growth, risk, innovation, and protecting the foundation of FIU's academic mission as an anchor public research university.

Provost Bejar indicated that in April, the Board of Trustees will review the University's Accountability Plan, which will include enrollment projections through 2027. She pointed out that nationally, undergraduate enrollment has decreased by 7.5% since 2019 and added that in Florida, the decrease was less at 4.7%. She noted that, since 2019, graduate enrollment increased at the national level by 4.17% and that Florida outpaced the national growth rate with an 8.7% increase. She stated that total enrollment in 2019 decreased nationally by 5.8% and in Florida by approximately 3%. Provost Bejar commented on the 2022 Hanover Research survey of U.S. high school sophomores and juniors and noted that there is declining interest in earning a bachelor's degree and in on-campus courses and an increasing focus on affordability and opportunities for a successful career.

Provost Bejar highlighted the Florida College System (FCS) AA transfer rate, which showed a 13.4% decline from 2018-2022. She commented on FIU's long-standing successful relationships with Miami-Dade College and Broward College. She remarked on the 20% enrollment decline of freshmen in Miami Dade College from 2019 to 2021 and added that Broward College showed an overall enrollment decline of freshman by 24%. Provost Bejar highlighted the 8% freshman enrollment growth from 2019 to 2022 and stated that said growth was intentional between 2021 and 2022 and addressed, in the short term, the decline in transfer students. She noted that post-baccalaureate student enrollment increased negligibly. She indicated that the 2022 fall semester enrollment for degree-seeking students is at 48,782 and 75% of said students are Black or Hispanic and 57% are female. She commented on the discussions with the Board of Trustees regarding concerns with the male crisis in higher education and added that the University's leadership is monitoring that very closely and will continue to provide updates.

Provost Bejar commented that the enrollment projections for 2023 through 2026 currently remain consistent with the University's Accountability Plan at approximately 55,500 students by fall 2026. She pointed out that the 2022 Accountability Plan projected 4,400 First-Time-in-College (FTIC) students for 2026 and added that said projection was pushed to 4,600 to mitigate the arising challenges. Provost Bejar remarked on strategies for increasing enrollment moving forward,

including expanding FTIC recruitment efforts, and increased targeted enrollment in specific programs. She highlighted top feeder schools, with academies, for FTICs. Provost Bejar remarked on strategies related to increasing AA transfers, including diversifying the transfer pipeline, focus on increasing articulation agreements throughout the state, and increasing focus on recruiting out-of-state students. She mentioned the University's ongoing brand awareness campaign as critical in promoting FIU in target markets.

Provost Bejar provided an overview pertaining to FIU's historical revenue and lottery funds per full-time-equivalent (FTE) student that takes thirty (30) credits across an academic year. She explained that FIU ranks eleven (11) when compared to other Florida SUS institutions and added that there is an opportunity cost with growing enrollment if FIU is underfunded in enrollment. President Jessell added that FIU's strategic plan was developed on the basis of declining FTIC enrollments and increasing AA transfers and added that the University instead made strategic decisions to increase the number of qualified FTIC students. He stated that it is a high priority for FIU to have equity in funding and added that over the past five (5) years, FIU has placed in the top three (3) in the SUS' performance-based funding but is in the bottom two (2) in terms of funding. Provost Bejar explained that the University will develop multiple models for moving forward. She commented on targeted growth and increasing return on investment on messaging and branding and finetuning the modality mix to meet the needs of the learning community.

In response to Trustee Cesar L. Alvarez, Provost Bejar explained that the FIU academic inventory allows students to have an appropriate variety of degrees to choose from and FIU does not have a cap for enrollment for individual degree programs if a student meets the admissions requirements. She added that this can inadvertently cause an oversaturation in a certain career but that is where the University works to inform students on their career choices. President Jessell added that recruitment, retainment, and career readiness are all linked, and FIU has to produce students that are ready for the jobs of today but are also critical thinkers that can adapt to the jobs of the future. Provost Bejar added that legislatively, the BOG established MyFloridaFuture, which requires every freshman to have completed a Panther Career Readiness Module as an asynchronous module that prepares them for career readiness and requires them to use a Handshake account which is a system that informs students on disciplines and careers. Trustee Deanne Butchey added that the faculty are also being nimble in having these discussions regarding the skills and knowledge that are needed for the future.

In response to Trustee Marc D. Sarnoff, Provost Bejar explained that there have not been any substantive shifts in male population and added that the University's graduate population is 60% female. Board Vice Chair Roger Tovar requested that the presentation be shared with the Board of Trustees. In response to Board Vice Chair Tovar, President Jessell indicated that FIU has the most high school dual enrollment students in the SUS. Also responding to Board Vice Chair Tovar, Provost Bejar pointed out that dual enrollment students do not pay by state statute and added that the majority of students that graduate high school with credits from FIU have an affinity to FIU and about 50% return to FIU. Provost Bejar stated that the University will continue to monitor the efficacy of dual enrollment across all levels. Board Vice Chair Tovar commended the detailed presentation on enrollment and encouraged the University's leadership to mention the dual-enrollment students when speaking to the legislature to in terms of the benefit that this provides. In response to Board Chair Dean C. Colson, Provost Bejar stated that FIU has a high school on

campus, Academy for Advanced Academics, where high school students have opted out of their high school experience and are taking three high school courses with high school teachers at FIU.

4.2 Student Government Updates

Trustee Cristhofer E. Lugo, Student Government Association (SGA) President, commented that three (3) presidential candidates are vying for office. He remarked on the Meet Your Dean event where students had the opportunity to meet and engage with their respective deans in a social setting. He remarked on the Barbershop Talk Event, that will be taking place later in the day as part of Black History Month, to address student concerns and provide a safe space for students to discuss issues affecting Black students in the community. Trustee Lugo remarked on the Hunger-Free Campus Bill and explained that the proposed bill seeks to establish a Swipe Out of Hunger Program that allows students to donate meal swipes to fellow students in need, will set up and fund a food pantry on campus, and create Supplemental Nutrition Assistance Program (SNAP) enrollment opportunities for students with food insecurity.

Trustee Lugo mentioned that SGA is also advocating for the Housing Affordability Act and that SGA is collaborating with FIU in DC to organize a symposium that invites all student government officials from the Alliance of Hispanic Serving Research Universities to find ways to increase opportunities for those historically underserved by higher education. He noted that the Activity and Service budget for the 2023-24 fiscal year has been approved by the Budget Committee and the legislative branch and is now under review by Interim Vice President for Student Affairs, Charlie Andrews. Trustee Lugo mentioned that the projected revenue for 2023-24 is \$19.5M, which is \$300,000 less than the current fiscal year. He stated that SGA is committed to being a strong advocate for the student body and is collaborating with the University administration to create an inclusive, equitable, and supportive campus environment for all students.

4.3 Faculty Senate Updates

Trustee Deanne Butchey, Faculty Senate Chair, commented on faculty concerns regarding freedom of speech or expression, academic freedom, and the ability to investigate and discuss issues that embrace the most pertinent environmental, societal, and governance issues of the time. She stated that faculty will continue to educate students within the confines of the law and equip them with the foundational knowledge and the analytical reasoning skills necessary to succeed. She indicated that, over the last several weeks, the FIU Faculty Senate, as is the case with other faculty senates across the SUS, has prepared statements and resolutions which present cogent facts about the possible outcomes of the proposed policies relating to higher education. She remarked that when universities are unhampered in their ability to effectively complete their missions, they all gain economically and improve the quality of life for all constituents. Trustee Butchey remarked that there are also faculty concerns relating to current enrollment trends and the quickly evolving use of ChatGPT and other artificial intelligence techniques. She commented on raising the faculty's awareness of safety resources at FIU. Trustee Butchey commented that the Faculty Senate would like to publicly congratulate Provost Bejar on the appointment as Provost, Executive Vice President, and Chief Operating Officer.

5. Academic Affairs Regular Reports

There were no questions from the Committee members in terms of the Academic Affairs regular reports included as part of the agenda materials.

6. New Business

No new business was raised.

7. Concluding Remarks and Adjournment

With no other business, Committee Chair Natasha Lowell adjourned the meeting of the Florida International University Board of Trustees Academic Policy and Student Affairs Committee on Thursday, February 23, 2023, at 1:01 PM.

THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
Academic Policy and Student Affairs Committee
June 15, 2023

Subject: Tenure Nominations

Proposed Committee Action:

Recommend to The Florida International University Board of Trustees approval of the Tenure Nominations as specified in the Board materials.

Background Information:

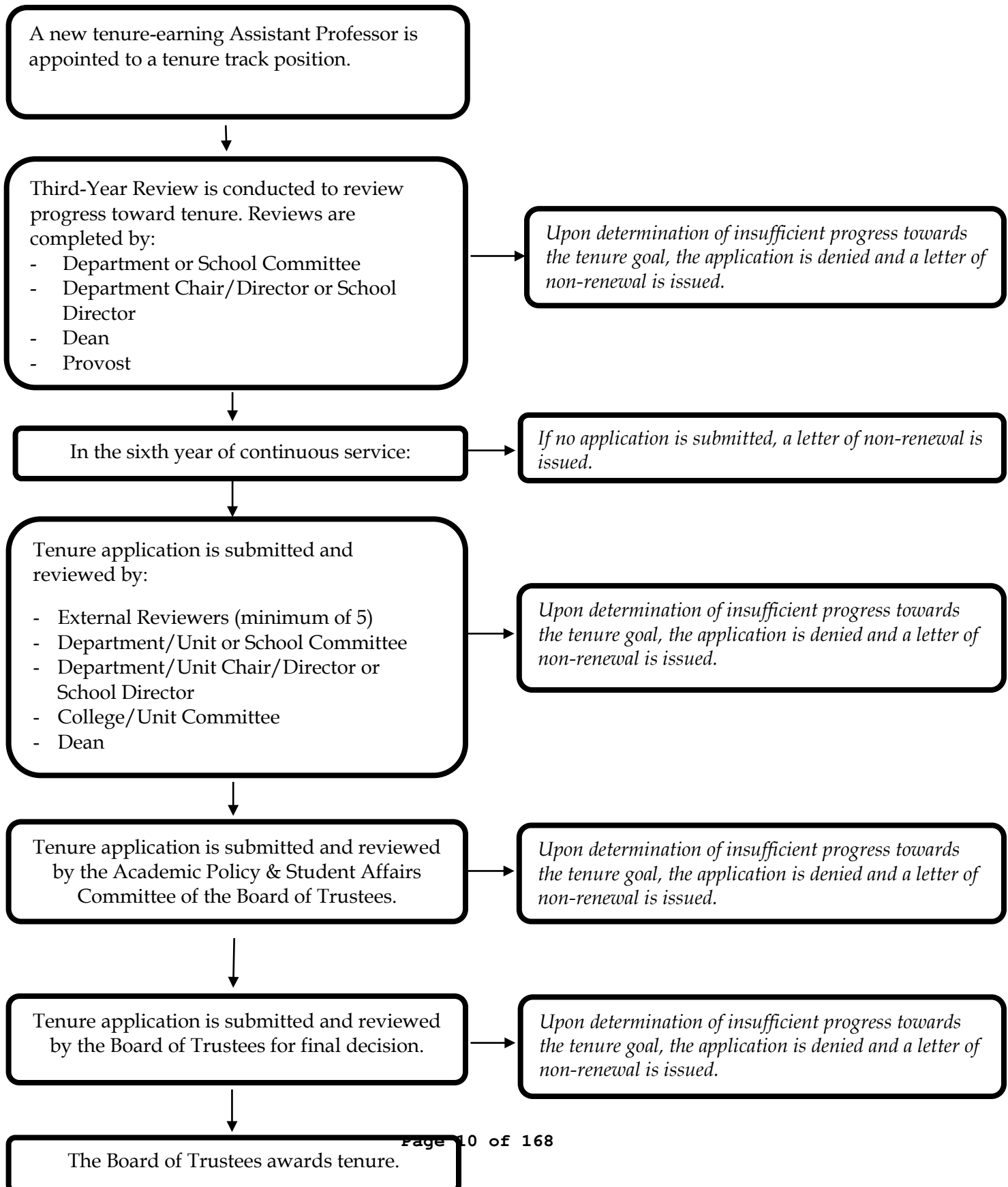
Pursuant to Florida Board of Governors Regulation 1.001(5)(a), University Board of Trustees Powers and Duties, each board of trustees shall provide for the establishment of the personnel program for all the employees of the university, including but not limited to tenure.

The University President is recommending the granting of Tenure for twenty-nine (29) nominees as specified in the Board materials.

Supporting Documentation: Flowchart
 Nominations
 Biographies

Facilitator/Presenter: Elizabeth M. Bejar

Tenure Approval Flow Chart



2022-2023 Tenure Candidates			
Last Name	Name	Department	Proposed Rank
College of Arts, Sciences and Education			
Anderson	Emily	Educational Policy Studies	Associate Professor
Castro	Anne	English	Associate Professor
Cox	Christian	Biological Sciences	Associate Professor
Hayes	Timothy	Psychology	Associate Professor
Jenkins	Clinton	Earth and Environment	Tenure only
Kiszka	Jeremy	Biological Sciences	Associate Professor
Li	Amy	Educational Policy Studies	Associate Professor
McCartney	Melissa	Biological Sciences	Associate Professor
Siltberg-Liberles	Jessica	Biological Sciences	Associate Professor
Thominet	Luke	English	Associate Professor
Troxler	Tiffany	Earth and Environment	Tenure only
College of Communication, Architecture, and the Arts			
Mendoza	Javier	Music	Associate Professor
Printz	Jennifer	Art and Art History	Associate Professor
Silva	Elisa	Architecture	Tenure only
Toosi	Fereshteh	Art and Art History	Associate Professor
College of Business			
Duarte	Diogo	Finance	Associate Professor
Esmail Zadeh	Pouyan	Information Systems and Business Analytics	Associate Professor
Hah	Hyeyoung	Information Systems and Business Analytics	Associate Professor
Tang	Minye	Accounting	Associate Professor
College of Engineering and Computing			
Alwan	Elias	Electrical and Computer Engineering	Associate Professor
Perez-Pons	Alexander	Electrical and Computer Engineering	Tenure only
Elawady	Amal	Civil and Environ Engineering	Associate Professor
ElZomor	Mohamed	Moss Construction Management	Associate Professor
Hutcheson	Joshua	Biomedical Engineering	Associate Professor
Rahman	Mohammad Ashiqur	Electrical and Computer Engineering	Associate Professor
Robert Stempel College of Public Health & Social Work			
Hu	Nan	Biostatistics	Tenure only
Sanchez	Mariana	Health Promotion & Disease Prevention	Associate Professor
Sheehan Delgado	Diana	Epidemiology	Associate Professor
Nicole Wertheim College of Nursing & Health Sciences			
Medina	Angela	Comm Sciences and Disorders	Associate Professor

Elias Alwan
Electrical and Computer Engineering
College of Engineering and Computing



Dr. Alwan earned his Ph.D. in Electrical and Computer Engineering from Ohio State University in 2014. He was a Senior Research Associate at the ElectroScience Laboratory at Ohio State University (2015-2017) and joined the faculty at FIU Department of Electrical and Computer Engineering in 2017.

His research focuses on applied electromagnetics with an emphasis on next generation communication and other Radio Frequency (RF) systems with embedded machine learning and intelligent sensing algorithms. Since joining FIU, he has published more than 22 peer-reviewed journal papers, in the top *IEEE* journals and has been granted four (4) US patents. He has contributed to ~\$13 million of funded research, including awards from the National Science Foundation (NSF), NASA, Air Force Office of Scientific Research (AFOSR), Army, Office of Naval Research (ONR), and Industry.

Dr. Alwan teaches both undergraduate and graduate courses in the areas of communications, electromagnetic and antennas, radio frequency systems, and microwave circuits. He implemented the MS Track in Radio Frequency and Microwave Engineering, for which he created three courses. Dr. Alwan has graduated two PhD students and one MS student and is currently supervising seven PhD and two MS students. He has served or serves on 22 PhD dissertation committees.

Dr. Alwan serves as the ECE Associate Chair, has served on several search and screen committees, contributed to the Annual Report, and on the College's Curriculum Committee. He has served on grant review panels for various funding agencies, and as Editor for several prestigious journals.

Emily Williams Anderson
Educational Policy Studies
College of Arts, Sciences and Education



Dr. Emily Williams Anderson earned a PhD in Educational Theory and Policy and Comparative International Education at Pennsylvania State University in 2016. Prior to arriving at FIU, she was appointed Associate Professor with tenure in 2018 at Centenary University, a teaching-intensive institution. Upon joining FIU in 2018, Dr. Anderson received three years of credit toward tenure and a one-year clock adjustment due to the pandemic's impacts.

Her research is on comparative education and gender, focusing on how dominant girls' education and women's empowerment policy discourses are culturally constructed and systemically construed, particularly in terms of examining educational opportunities, barriers faced by, and potential modes of empowerment. Dr. Anderson has edited a book and published five peer-reviewed journal articles, three peer reviewed book chapters, two editorially reviewed book chapters, and 17 research paper presentations.

Dr. Anderson primarily teaches classes in the MS in International and Intercultural Education degree program. Courses range from Qualitative Foundations of Educational Research to multidisciplinary perspectives on education. Dr. Anderson is a member of eight dissertation and one MS committee.

Dr. Anderson has served on several search committees, and the Diversity and Personnel Committee. She has served on many committees that have outreach into the community, such as the Digital Media Summer Institute for Miami-Dade County Public School District educators. She has held leadership positions in national organizations, as well as having co-organized national meetings. Dr. Anderson is an active reviewer for several journals and also serves as a book reviewer for Emerald Publishing LTD. (UK).

Anne Castro
English
College of Arts, Sciences and Education



Dr. Anne Margaret Castro completed her PhD in 2016 at Vanderbilt University. Subsequently, she was the Andrew W. Mellon Fellow in Literature of the Black Americas at the University of Oxford, where she held a position with the Faculty of Medieval and Modern Languages and taught with the Faculty of English (2016-2018). In 2018, Dr. Castro joined FIU as an Assistant Professor.

Her research is grounded in Postcolonial, Caribbean, Afro-Diasporic, Hemispheric American, and World literatures. She has published a monograph, *The Sacred Act of Reading: Spirituality, Performance, and Power in Afro-Diasporic Literature*, two journal articles, two encyclopedia entries, and two online publications.

Dr. Castro has taught a variety of courses, several of which are University Core Curriculum courses. Courses taught include Introduction to Literature, Post-Colonial Literature of the Americas, Multiethnic Drama: 1900s-Present: Life and Death on Stage, and two graduate seminars. Dr. Castro has been chair of six master's thesis committees and a member of nine others. Dr. Castro has served on the department's Literature Track Curriculum Committee, several search committees, and Literature Gateway Curriculum Committee. Dr. Castro has been a member of the Dissertation Advisor Status Committee, and the Upper Division Curriculum Committee. She has served as a reviewer for the *Journal of West Indian Literature*, and *Multi-Ethnic Literature of the United States*.

Christian Cox
Biological Sciences
College of Arts, Sciences and Education



Dr. Christian Cox joined the department of Biological Sciences as an Assistant Professor in 2020, having earned his Ph.D. in Quantitative Biology at the University of Texas, Arlington, in 2012. Prior to FIU, he was as an Assistant Professor at Georgia Southern University (2015-2019).

Dr. Cox is an integrative evolutionary biologist whose research focuses on the evolution of organismal functional diversity. More specifically, drawing upon genomics, physiology, and ecology, his research works to understand how functional diversity of species change over time, and to predict how organisms may adapt to rapid environmental change, including climate change. He has published 25 peer-reviewed articles, and currently serves as PI on grants totaling over \$1million.

Dr. Cox teaches Comparative Vertebrate Anatomy (ZOO 3713C) and Herpetology (ZOO 4462C), employing active learning techniques in order to prepare students for further studies and to meet the needs of students with veterinary ambitions. Dr. Cox is working with colleagues to develop a zoology and veterinary science track within the BS in Biology. Dr. Cox has graduated six MS students, advises three PhD students, and mentors a number of undergraduates in his lab, providing them opportunities to co-author publications.

Dr. Cox has served on two search committees, three graduate committees and has evaluated papers and presentations for Senior Seminar (BSC 4931). For the profession, Dr. Cox has served on panels for NSF and Swiss NSF, and has served as a reviewer for nearly 40 journals. Currently, Dr. Cox is the Assistant Editor of *Integrative and Comparative Biology*.

Diogo Duarte
Finance
College of Business



Dr. Diogo Duarte joined the faculty in the Department of Finance in 2016, as a tenure-earning Assistant Professor, having earned his PhD in Mathematical Finance from Boston University that same year. He was granted a one-year tenure clock extension due to the COVID-19 pandemic.

His research is grounded in theoretical asset pricing, macro-finance, and computational finance, and focuses on continuous-time equilibrium models applied to interest rates modeling, inflation, monetary policy, corporate finance, and equity markets. Since joining FIU, he has published 10 articles in highly respected journals, including *Management Science*, which is on the prestigious UT Dallas journal list.

Dr. Duarte has taught six different courses in the undergraduate, masters and doctoral programs in Finance. His courses cover challenging concepts such as financial risk management-financial engineering and intermediate financial management, as well as a course (and accompanying e-book) he developed in the new area of artificial intelligence and machine learning in finance. He is also currently advising one PhD candidate and collaborating with another PhD candidate on two papers.

Dr. Duarte has been active in the research seminar series, and has served on the Faculty Recruiting Committee, and the COB Undergraduate Curriculum Committee. Dr. Duarte has served as a reviewer for three journals, and has presented and/or been session chair at several conferences, such as the Financial Management Association, the Swiss Finance Association Conference and the German Finance Association Conference.

Amal Elawady
Civil and Environmental Engineering
College of Engineering and Computing



Dr. Amal Elawady joined the Department of Civil and Environmental Engineering as an Assistant Professor in 2017, having earned her PhD in Civil and Environmental Engineering from Western University (Canada) in 2016. She is a Fellow of FIU's Extreme Event Institute.

Her research focuses on Wind Engineering, Wind-Structure Interaction, Wind Energy, Real Time Hybrid Simulation for Wind-Structure Interaction Applications, Structural Engineering & Structural Dynamics, Wind tunnel testing and Finite Element Modeling in order to enhance the resiliency and sustainability of natural and built environment against extreme wind hazards. She has published more than 22 peer-reviewed articles and has received \$7.25M in awards.

Dr. Elawady teaches undergraduate and graduate courses, primarily Structural Analysis (CES 3100) and Structural Dynamics (EGM 5421). Dr. Elawady has mentored and graduate d two PhD students, and is currently advising or co-advising eight PhD students, and several MS students. Dr. Elawady's NSF CAREER Award includes two teaching endeavors, the development of a Collaborative Online International Learning (COIL) course module in collaboration with the University of Genoa, and the development of a new undergraduate course, "Introduction to Thunderstorm Downbursts and Their Impacts on Structures."

Dr. Elawady has worked on the Evaluation of Teaching Project, promotion policies, Bylaws and the Budget Committee. She serves as the academic advisor for the Student Association for Wind Engineering. Dr. Elawady also serves as a proposal reviewer for several journals.

Mohamed ElZomor
Moss Construction Management
College of Engineering and Computing



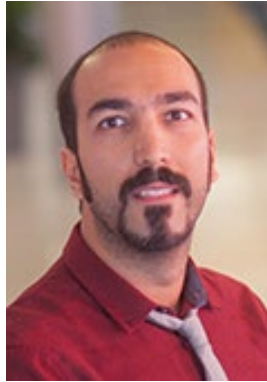
Dr. Mohamed ElZomor joined the Moss Department of Construction Management as an Assistant Professor in 2018, having received his PhD in Construction Management from Arizona State University in 2017. Prior to FIU, he was Assistant Professor in Sustainable Construction Management at the State University of New York's College of Environmental Science Forestry (2017-2018).

His research focuses on construction engineering and management, with emphasis on construction management techniques, sustainability, resiliency principles, innovative engineering education and workforce development. Since joining FIU, he has published 12 journal articles in top journals in his field, and 30 conference proceedings. Dr. ElZomor has been awarded approximately \$1M in grants as PI, and is Co-PI and key personnel on several grants in collaboration with other faculty, totaling close to \$10M.

Dr. ElZomor has taught six unique courses, two undergraduate and four graduate, as well as the Independent Studies course, Master Thesis and Doctoral Dissertation courses. He prepares students for the LEED GA Accreditation, enabling students to receive professional credentials through coursework. Dr. ElZomor has graduated two MS students, is currently supervising six PhD students.

Dr. ElZomor serves as Graduate Program Director for the MS program, and has served on several search committees. He has also served as judge in many student competitions, serves as the academic advisor for all MS students in the department, and is a major contributor to accreditation activities. He is a member of the Engineering Building Committee and as a Faculty Mentor for FIU's StartUp program. Dr. Elzomor also serves as a Faculty Advisor for Habitat for Humanity.

Pouyan Esmaeil Zadeh
Information Systems and Business Analytics
College of Business



Dr. Pouyan Esmaeil Zadeh joined the faculty in the Department of Information Systems and Business Analytics as a postdoctoral researcher in 2014, was hired as a Visiting Assistant Professor in 2016, and was appointed to a tenure-earning Assistant Professor line in 2017. He earned his PhD in Management from the Graduate School of Management, University Putra Malaysia (UPM), Serdang, Malaysia in 2011 and holds a Master of Business Administration (MBA) from the Sprott School of Business, Carleton University, Canada (2007).

His research focuses on Health Informatics and Information Systems, in particular the potential effect of health information technology to improve the quality and efficiency of health care delivery and patient engagement with managing their care. He has also produced a second research stream, focusing on new and disruptive technologies, such as cryptocurrency, the sharing economy, and social networks. He has published thirty-two peer reviewed journal articles, and 11 peer-reviewed proceedings of both national and international conferences.

Dr. Esameil Zadeh teaches in the Bachelor of Business Administration and the Healthcare and Professional Master of Business Administration (MBA) programs, and is credited with being able to bring real-life situations into the classroom in an effective way that enhances student learning.

Dr. Esameil Zadeh has served on the task force to revamp Business Statistics and Analysis I (QMB 3200), and in curriculum redesign efforts. He also served as Track Co-Chair of the 2020 International Conference on Information Resources Management, and has served in a variety of roles for other conferences. He has served as reviewer for several journals, as a speaker and panelist in discussions on new and disruptive technologies and health informatics throughout the community.

Hyeyoung Hah
Information Systems and Business Analytics
College of Business



Dr. Hyeyoung Hah joined the faculty in the Department of Information Systems and Business Analytics in 2016, as a tenure-earning Assistant Professor, having earned her PhD in Information Systems from Emory University.

Her research focuses on health informatics, specifically, the effects of digital technologies, which include electronic health records, telehealth technology, artificial intelligence and machine learning algorithms on performance metrics measured across individuals, by groups (clinicians) and by organizations/community. She has published eight journal articles, many in high impact journals in the field, including the *Elite Journal of Medical Internet Research* (JMIR), *Journal of Medical Internet Research MHealth and UHealth*.

Dr. Hah has taught both undergraduate and graduate courses, in the Bachelor of Business Administration (BA), Master of Science (MS) in Information Systems, MS in Health Informatics and Analytics, and MBA programs. She developed a data visualization course that has become a cornerstone course in several graduate programs of study. Dr. Hah has served on two doctoral committees, one in College of Business and one in the School of Computing and Information Science.

Dr. Hah has served on search and screen committees, and the Diversity, Equity and Inclusion committee. She works with the ATOM (Analytics, Technology, Optimal Learning, and Mentoring) Think Tank and the student chapter of the Association of Information Systems, and has served as a college Faculty Ambassador for Korea. Dr. Hah served as Associate Editor and as a reviewer for journals and several major conferences and workshops.

Timothy Hayes
Psychology
College of Arts, Sciences and Education



Dr. Timothy Hayes joined the department of Psychology as an Assistant Professor in 2017, having earned his PhD in Quantitative Psychology at the University of Southern California in 2017.

His research is as a quantitative methodologist, with research expertise in structural equation modeling, multilevel modeling, and the analysis of missing data, in addition to collaborations on behavioral research. Since joining FIU, he has published 18 peer-reviewed articles in high impact methodology journals, 3 book chapters and made more than 20 conference presentations. With respect to external funding, he has been involved as Co-investigator or Co-PI on numerous grant submissions, including eight (8) currently funded projects, totaling more than \$9M.

Dr. Hayes' teaching focuses primarily on graduate-level quantitative methods and advanced statistics. To this end, he has developed and teaches three new graduate courses, Structural Equation Modeling, Missing Data Analysis, and Multilevel Modeling. He also teaches the previously existing Quantitative Methods II. As there is no doctoral program in Quantitative Psychology he does not have his own doctoral students. However, he is currently on eight doctoral student committees, and has served on six others in the past years.

Dr. Hayes serves the department as a statistical consultant to students and colleagues. He has also served on the department's Graduate Education Committee. Dr. Hayes has been a consultant for four National Institute of Child Health and Human Development National Research Service Award student applications. He has been a reviewer for several journals and was guest editor for the *Journal of Behavioral Data Science*.

Nan Hu
Biostatistics
Stempel College of Public Health & Social Work



Dr. Nan Hu joined the Department of Biostatistics in 2019 as a tenure-earning Associate Professor, having earned his PhD in Biostatistics from the University of Washington School of Public Health and Community Medicine in 2010. Prior to FIU, he was a Research Assistant Professor at the University of Utah School of Medicine (2013-2019) and was a cancer investigator at the National Cancer Institute designated Huntsman Cancer Institute (2010-2013).

His research focuses on longitudinal methods, survival analysis, and diagnostic/prognostic testing methods, specifically in the areas of statistical science and methodology, cancer diagnoses and prognoses, cardiology, radiology, and imaging. Since joining FIU, he has published 26 papers and 5 proceedings papers, many which have appeared in prestigious biostatistics journals.

Dr. Hu teaches graduate level biostatics courses, including Biostatistics II (PHC 6091), Longitudinal Health Data Analysis (PHC 6056) and Survival Data Analysis (PHC 6059), all core courses for either the doctoral or master's in public health. These courses cover theory and application via the use of statistical software. Dr. Hu currently advises three MPH and three PhD students, co-advises three other PhD students, and serves on five other dissertation committees.

Dr. Hu has served on the PhD Program Development Committee, PhD Admissions Committee, MPH Admissions Committee, and Faculty Search Committee, and has mentored junior faculty. Dr. Hu has been a reviewer of numerous journals. He is on the editorial board of several journals and has participated in numerous grant review panels.

Joshua Hutcheson
Biomedical Engineering
College of Engineering and Computing



Dr. Joshua Hutcheson joined the Department of Biomedical Engineering (BME) as an Assistant Professor in 2016, having earned his PhD in BME from Vanderbilt University in 2012. Prior to FIU, he was a postdoctoral fellow at Brigham and Women's Hospital and at Harvard Medical School (2012-2016).

His research focuses on the physiopathology of vascular diseases, in particular the calcification process in vessels and cardiovascular tissue remodeling, and builds upon his expertise in vascular biology, heart valves and mechanobiology. Since joining FIU, he has published more than 30 peer-reviewed journal papers, 1 book, 2 book chapters and 3 conference proceedings, and holds 4 patents. Dr. Hutcheson's record of extramural funding is excellent, totaling approximately \$1M.

Dr. Hutcheson teaches both undergraduate and graduate courses, including Transport (BME 3632), Biomechanics of Cardiovascular Systems (BME 4230), Biomedical and Physiology Engineering I (BME 5410) and the graduate level Biomechanics of Cardiovascular Systems (BME 5233). He has graduated two PhD students and is mentoring seven more PhD students and three MS students, as well as serving on 17 dissertation committees.

Dr. Hutcheson is currently the Graduate Program Director in BME, has helped establish Opportunities for Undergraduate Research and Scholarship (OURS), and serves on the Maximizing Access to Research Careers Undergraduate Student Training in Academic Research (MARC U*STAR) advisory board. Dr. Hutcheson is currently the Associate Editor for two journals, and serves on the executive committee of the International Society for Applied Cardiovascular Biology. He has served on review panels for the American Heart Association, NIH, and NSF.

Clinton Jenkins
Earth and Environment
College of Arts, Sciences and Education



Dr. Jenkins joined the faculty in Earth and Environment, with a joint appointment in the Latin American and Caribbean Center (LACC), as a tenure-earning Associate Professor in 2020, having earned his PhD in Ecology and Evolutionary Biology at the University of Tennessee in 2002. Dr. Jenkins currently serves as the Co-Director of LACC's Program of Excellence in Brazilian Studies. Dr. Jenkins was given four years credit towards tenure, but due to COVID-related challenges affecting his move from Brazil, he returned one year's tenure credit. Prior to joining FIU, Dr. Jenkins held the rank of Professor at *Instituto de Pesquisas Ecológicas*, Brazil (2013 to 2020).

Dr. Jenkins' research focuses on conservation ecology, with an emphasis on the geographical mapping of biodiversity, in order to improve overall scientific knowledge of biodiversity, its global distribution, to ascertain where vulnerable species are concentrated, and ideally to determine where they might thrive in the future. His expertise includes work on the Florida Everglades, China, Central America, Coastal Brazil, and especially in the Amazon. He has published 13 articles since joining FIU in 2020.

Dr. Jenkins teaches courses in conservation biology and geographic information systems (GIS), including the required graduate course Natural Resources Policy and Management, in addition to other graduate courses and seminars. In the area of mentoring, he is advising two master's students and one PhD student at FIU and co-advising another PhD student in Brazil.

He has organized the department's seminar series, served on several search committees, and serves on the department's Human Resources Committee. He is a member of the University's GIS Advisory Committee, established a Brazil-focused program in LACC, and has been a judge for the Graduate Research Symposium. He has served as editor and reviews manuscripts for multiple journals.

Jeremy Kiszka
Biological Sciences
College of Arts, Sciences and Education



Dr. Jeremy Kiszka joined the department of Biological Sciences as an Assistant Professor in 2019, with two years of tenure credit, having earned his Ph.D. in Marine Biology at Université de La Rochelle, France, in 2010. He was a Research Assistant Professor at FIU from 2016-2019 with FIU's Institute of Environment, prior to which time he held two postdoctoral positions, first at the Institut de Recherche pour le Développement in France from 2010-2012, and subsequently at FIU from 2012-2016.

His research focuses on the ecological roles, social behavior and grouping tactics, and applied conservation of large marine consumers, particularly aquatic mammals, with a special focus on tropical marine ecosystems. Dr. Kiszka's has published 39 articles since joining FIU in 2019, in high-impact journals. He has also published a book, seven book chapters, and governmental reports. He has been awarded \$1.4 million in grants.

Dr. Kiszka teaches undergraduate and graduate courses in the areas of marine biology and conservation. He has established an internship that spans several semesters and focuses on international conservation. Dr. Kiszka has mentored six PhD students, one MS student, two postdoctoral researchers and numerous undergraduates in his lab.

He has chaired one search committee, organized the marine science seminar, the annual Biosymposium, and evaluated papers and presentations for the biology capstone course. Dr. Kiszka served as co-chair of the 24th Biennial Conference on the Biology of Marine Mammals, and is a member of the Scientific Committee of the International Whaling Commission. He is an Associate Editor for two journals and a reviewer for multiple other journals.

Amy Li
Educational Policy Studies
College of Arts, Sciences and Education



Dr. Amy Li joined the faculty in the Department of Educational Policy Studies in 2020, as a tenure-earning Assistant Professor with three years tenure credit, having earned a PhD in Educational Leadership and Policy Studies at the University of Washington in 2016. Prior to FIU, she held a position as Assistant Professor of Higher Education and Student Affairs Leadership at the University of Northern Colorado (2016 to 2020).

Her research focuses on higher education finance, college affordability, and public policy in the United States. She has published fourteen articles during the tenure and promotion assessment period, five book chapters and has given seven refereed presentations. Dr. Li has secured \$245,000 in funding.

Dr. Li has taught courses in higher education administration and policy at the graduate level; her teaching focuses on connecting current issues, integrating theory and practice, and developing writing skills. Dr. Li currently serves on two dissertation committees and advises six other doctoral students.

She has served on the Doctoral Student Admissions Committee, Doctoral Curriculum and Learning Outcomes Committee and departmental search and screen committees. Dr. Li also created an internal colloquium series for graduate students, and is a member of the CASE Curriculum Committee. For the profession, she serves on two editorial boards and is a reviewer for several journals. She is currently Chair of the American Educational Research Association (AERA) Division J (postsecondary) Outstanding Dissertation Award Committee, and is co-chair of the economics section of Division J's planning committee for the current annual AERA national conference.

Melissa McCartney
Biological Sciences
College of Arts, Sciences and Education



Dr. Melissa McCartney joined the Department of Biological Sciences and STEM Transformation Institute as an Assistant Professor in 2017, having earned her Ph.D. in Neuroscience at The George Washington University in 2006. Prior to FIU, she held several academic and administrative appointments including, Senior Project Director of Education and Human Resources for the American Association for the Advancement of Science (AAAS) (2015-2016), and as Associate Editor at Science magazine (2009 to 2015).

Dr. McCartney's area of scholarly expertise is biological education research. She focuses on developing and evaluating innovative methods for implementing the skills needed to discern primary scientific literature and critical thinking to help engender students' scientific career path choices. She has published 10 articles, co-authored a book chapter and a proceedings paper, and has secured \$3.8M in funding. Dr. McCartney has taught several courses, often using these courses to implement her education research.

Dr. McCartney designed Big Ideas in Biology (BSC 1005) and Scientific Literacy: Integrating Biological Content and Skills (BSC 3848), with the latter being aimed at developing biology identity for students in the major. Dr. McCartney has mentored 48 undergraduate students, four graduate students, and three postdoctoral fellows. She has served on the Education, Diversity, Graduate and Executive committees, and is currently chair of the Education committee. Dr. McCartney is a regular contributor to Science magazine's, "In Other Journals" feature. She is a reviewer for STEM education journals, and as a guest editor of a special issue of Journal of Microbiology and Biology Education. Dr. McCartney has participated on several NSF review panels.

Angela Medina
Communication Sciences and Disorders
College of Nursing



Dr. Angela Medina joined the Department of Communication Sciences and Disorders in 2015, having earned her PhD in Applied Language and Speech Sciences from the University of Louisiana in 2014. Her tenure clock was paused during the 2017-2018 academic year when she went on parental leave and during the 2020-2021 academic year, she received an additional tenure clock adjustment due to the COVID-19 pandemic.

Her research focuses on the Spanish-English bilingual stuttering experience and draws upon her linguistics training, stuttering expertise, and innovative qualitative research methods to study the cultural and clinical barriers uniquely faced by Hispanics who stutter. She has published 16 peer-reviewed publications in high-impact scientific journals. Dr. Medina has multiple funded internal proposals and one small foundation funded external grant.

Dr. Medina's teaching focuses primarily on graduate level courses in the areas of fluency disorders, phonological disorders, and the Master's Project in assessment and treatment of bilingual children. She also teaches several other courses and developed a course on the application of linguistics in speech-language pathology. Dr. Medina has chaired or served on several master's theses and has mentored students for conference presentations and publications.

She has served on search and screen committees, the department's graduate admissions committee, and the college curriculum committee. Dr. Medina serves as secretary of the National Stuttering Association's executive board, is a reviewer for the *American Journal of Speech-Language Pathology*, and has been selected as a planning committee member by the American Speech-Language-Hearing Association for their upcoming national convention.

Javier Mendoza
Music
College of Communication, Architecture + Arts



Dr. Javier Mendoza joined the faculty in the Wertheim School of Music and Performing Arts in 2017, as a tenure-earning Assistant Professor after having received his Doctor of Arts in Music Performance from Ball State University that same year.

His creative work and scholarship focus on the study and performance of repertoire from viceregal (colonial) Latin America, with an emphasis on New Spain (present-day Mexico). He has published one book chapter, completed one arrangement, and five commercial recordings. In addition, he has 6 presentations, including at the Santa Fe Opera and Spain, a radio interview podcast, two international masterclasses, eight international concerts, 4 national concerts, and 9 regional concerts.

Dr. Mendoza teaches undergraduate and graduate courses in orchestra performance, orchestral conducting, symphonic literature, and supervised research, and serves as the Director of Orchestral Studies. His work with the Santa Fe Opera and the Universidad Da Vinci (Guatemala City) resulted in student (and faculty) opportunities for cultural exchanges, and choral, operatic and orchestral masterclasses.

Dr. Mendoza has served on the school's Leadership Committee, search and screen committees and recital committees. In collaboration with FIU's Latin American and Caribbean Center, he organized the first international academic conference on Colonial Music: Music and Arts of Colonial New Spain at FIU. Dr. Mendoza conducts the community-based youth orchestra, Miami Music Project Leaders Orchestra, and also participates on international governing boards of musical organizations in Spain and Bolivia.

Alexander Perez-Pons
Electrical and Computer Engineering
College of Engineering and Computing



Dr. Perez-Pons joined the faculty in the Department of Electrical and Computer Engineering (ECE) as a tenure-earning Associate Professor in 2020, with three years tenure credit. He received his PhD in Electrical and Computer Engineering from the University of Miami in 1998. In 2014, he joined FIU in the ECE department and was promoted to University Instructor in 2019.

His research focuses on cybersecurity, particularly, the application of machine learning and artificial intelligence to cybersecurity areas, and includes analyses of object-oriented languages, biometrics and wearable sensors, personalization, recommendation systems and embedded systems. He has published 12 peer-reviewed journal papers and five (5) conference proceeding papers, and has exceeded \$4.5M in funded grants.

Dr. Perez-Pons has taught several graduate courses and eight (8) undergraduate courses, some of which are considered the backbone of the cybersecurity curriculum. He has graduated one PhD student, and is currently supervising four (4) more PhD candidates, four (4) MS candidates, two (2) undergraduate theses, and 10 Senior Design projects.

He served as the department's Program Director of MS in Internet of Things (IoT) in 2021. He currently serves as the Program Director of MS Network/Security, and Program Director of ECE FEEDS. He reviews journal articles and has been guest editor for several special issues. He is the president of the Institute of Electrical and Electronics Engineers (IEEE) Region 5 South Florida, and a community member for cybersecurity, sustainability, and smart city initiatives.

Jennifer Printz
Art and Art History
College of Communication, Architecture + Arts



Professor Jennifer Printz joined the faculty in the Department of Art + Art History in 2019, as a tenure-earning Assistant Professor with two years tenure credit, having earned her Master of Fine Arts from The University of Georgia in 2001. Prior to FIU, she was Assistant, and then Associate, Professor of Art and Art History at Hollins University, Virginia, (2010-2019).

Her creative work is in drawing, printmaking and fabric art and features the joining of unlikely materials to expand a body of work that crosses many disciplines. She has a stellar record of peer-reviewed, juried, refereed and invited exhibitions, publications, and presentations, including five solo exhibitions in Florida and Virginia. She has also been included in 38 national and international group exhibitions and 24 workshops, lectures, papers and seminars since 2019.

Dr. Printz teaches courses in printmaking and drawing, including Creative Practice, in which students are mentored to become independent artists in preparation for professional practice. Dr. Printz is also involved in departmental critiques of student work in Thesis I and II, and is a mentor for students in Thesis II. She also is active in curating the BFA thesis exhibition, contributes to BFA and MFA reviews, and undergraduate research projects.

She has oversight of the Drawing and Printing areas of the curriculum, maintaining media spaces for both, selecting and supervising adjunct faculty, and ensuring adequate materials and inventory. She has served on department search committees, and completed a term on the Board of Directors SECAC (formerly the Southeastern College Art Conference). Dr. Printz has contributed to workshops for Miami-Dade County Educators at Art@FIU Day, and the Frost Museum.

Mohammad Ashiqur Rahman
Electrical and Computer Engineering
College of Engineering and Computing



Dr. Mohammed Rahman joined the Department of Electrical and Computer Engineering as an Assistant Professor in 2019, with two years tenure credit, having earned his PhD in in Computing and Information Sciences from the University of North Carolina at Charlotte in 2015. Prior to FIU, he was an Assistant Professor in Computer Science at the Tennessee Technological University (2015-2018).

Dr. Rahman's research focuses on in-network and cyber-physical system (CPS) security analysis and hardening, with specific focus on conducting security and resiliency analysis and using formal methods for security verifications for different applications such as Grid and Unmanned Aerial Vehicles (UAVs), threat-impact analysis, security architecture design, and ML-driven security hardening. He has published 13 peer-reviewed journal papers, 48 peer-reviewed conference proceedings, one book and four book chapters. He has received approximately \$6.5M in funding.

Dr. Rahman teaches courses associated with the Internet of Things and cybersecurity. He has supervised six PhD students, two of whom have graduated. Dr. Rahman is currently mentoring four undergraduate research students who are supported by his NSF and DOE projects.

Dr. Rahman has served on search and screen committees, graduate committees and, since 2021, has been on the CEC Faculty Council. He participated in updating the curriculum to include more cybersecurity in courses taught in other departments. He has been a reviewer for over 17 journal publications and has served as organizing/program committee chair in three workshops and conferences, and on technical program committees for approximately 20 workshops and conferences.

Mariana Sanchez
Health Promotion & Disease Prevention
Stempel College of Public Health and Social Work



Dr. Mariana Sanchez joined the Department of Health Promotion and Disease Prevention in 2017 as an Assistant Professor, having earned her PhD in Social Welfare from FIU in 2013. Prior to FIU, she was affiliated with the Center for Research on U.S. Latino HIV/AIDS and Drug Abuse (CRUSADA), first, as a Pre-Doctoral Fellow (2008-2012), then as a Postdoctoral Research Associate (2012-2017).

Her research focuses on sociocultural factors impacting substance use, mental health, and sexual risk behaviors of Latinos with an emphasis on vulnerable subgroups, such as recent immigrants, unauthorized immigrants, and farm workers. She has co-authored 54 peer-reviewed journal articles and 3 book chapters. Dr. Sanchez has an impressive six current NIH grants. Notably, Dr. Sanchez has been a Co-Investigator on the national Adolescent Brain Cognitive Development (ABCD) Study since it began in 2015.

Dr. Sanchez's teaching responsibilities are primarily at the doctoral level. She has played a significant role in developing the Health Disparities Concentration curriculum. Dr. Sanchez is the chair or co-chair of six doctoral students, and has been research mentor for nine medical students. She was the Assistant Graduate Program Director, and led a monthly Doctoral Seminar Series fostering the development of professional academic skills in doctoral students.

Dr. Sanchez serves on the Graduate Admissions Committee. She has participated in the Latino Health Fair with CRUSADA has been featured on National Public Radio's Academic Minute, the PBS Health Channel, and in the Washington Post. Dr. Sanchez serves on the editorial board of the *Journal of Studies on Alcohol and Drug Abuse* and was guest editor for the special issue of *Health Psychology* that was devoted to the ABCD study.

Diana Sheehan Delgado
Epidemiology
Stempel College of Public Health and Social Work



Dr. Diana Sheehan Delgado joined the Department of Epidemiology in 2017 as an Assistant Professor, having earned her PhD in Public Health with a concentration in epidemiology from Florida International University (FIU) in 2016. She was a Postdoctoral Fellow for one year in the FIU Department of Epidemiology (2016-2017).

Her research focuses on the prevention and reduction of HIV-related health disparities affecting Hispanic communities and other underserved populations. She has published 65 peer-reviewed articles and has presented 53 papers at scientific conferences. Dr. Sheehan has been very successful securing funding, as PI of a K01, and of two R01's.

Dr. Sheehan Delgado is one of only two faculty in the FIU Health Disparities Initiative and thus has played a major role in the development of the curriculum and courses for this graduate track. She has served as advisor for four PhD students, is serving on eight dissertation committees, and is the Academic Faculty Advisor for 23 MPH students. Dr. Sheehan also serves as a mentor to postdoctoral associates and junior faculty.

She served on the department's Admission's Committee, Search and Screen committee, and the Curriculum Committee for the Health Disparities Track of the PhD. She participated in the Emerging Preeminent Program in Health Inequities and Disparities, and was selected for the FIU Presidential Leadership Program. Dr. Sheehan Delgado has served as reviewer for the NIH study section on HIV/AIDS Intra- and Inter-Personal Determinants and Behavioral Interventions Study Section. She has served on the editorial board of *BMC Infectious Diseases* and as a reviewer for many impactful journals.

Jessica Siltberg-Liberles
Biological Sciences
College of Arts, Sciences and Education



Dr. Siltberg-Liberles joined the faculty in the Department of Biological Sciences in 2013, having earned a Ph.D. in Computational Biology and Molecular Evolution at the University of Bergen, Norway, in 2008. Prior to joining FIU, she served as Senior Research Scientist and Director in the Bioinformatics Service Core at the University of Wyoming (2009 to 2013). She was approved for two, one-year tenure clock adjustments.

Her research investigates how proteins and genes evolve, using sequence analysis and structural bioinformatics tools; more specifically, her work includes intrinsically disordered proteins, SARS-CoV 2 spike protein research, and evolution analyses of proteomes and their disorder and secondary structure. Dr. Siltberg-Liberles has published 15 peer-reviewed articles, and has received over \$3.5M in external funding.

With a focus on bringing bioinformatics literacy to students, Dr. Stilberg-Liberles currently teaches Bioinformatics for Biologists (BSC 4434), and the course-based undergraduate research experience lab, Coronavirus Computational Biology Lab (BSC 4990L). She has graduated one PhD student and one MS student, and has mentored numerous undergraduate students. She serves on several dissertation committees.

Dr. Stilberg-Liberles has served on search and screen committees, the department seminar committee, and the Pre-Health Advising Committee. In an effort to address changing technologies, she is chair of a working group designing a Biological Data Science track for the BA. Dr. Liberles has organized two workshops sponsored by FIU's Biomolecular Sciences Institute, and has served as editor of *Journal of Molecular Evolution* and *BMC Evolutionary Biology*, and a peer reviewer for several journals and funding agencies such as NIH and NSF.

Elisa Silva
Architecture
College of Communication, Architecture + Arts



Professor Silva joined the faculty in the Department of Architecture in 2020 as a tenure-earning Associate Professor with a joint appointment in the Wolfsonian Public Humanities Lab. She earned her Master's in Architecture degree from Harvard University Graduate School of Design in 2002. Prior to joining FIU, Professor Silva held several prestigious academic and professional appointments in various countries.

Professor Silva's multidisciplinary research, exhibitions, and built work draw upon principles of architecture, urban design, landscape architecture and public space. Her monograph, *Pure Space: Expanding the Public Sphere*, documents 23 public spaces in eight Latin American cities. Professor Silva co-authored the book, *CABA: Cartografía de los Barrios de Caracas, 1966-2014* (Fundación Espacio, 2015).

Professor Silva's teaching brings the challenges of the broader social, political and economic issues to students and provides the milieu for them to discover, assess and design in a way that addresses the inequities of the community at hand. She has brought this pedagogy into the Master Project Seminar and Master Project Design Studio by taking students into underserved communities in Miami-Dade County. Students meet with community leaders, walk and map the surroundings and define their own projects. Professor Silva has served on the Lecture Committee, search committees, and as Co-Topic Chair of Equity and Inclusive Urban Landscapes. She represents FIU at the Women In Architecture, American Institute of Architects and on the faculty governance committee of the Wolfsonian Public Humanities Lab. Professor Silva is a member of the Board of Directors to foundations in India and Mexico.

Minye Tang
Accounting
College of Business



Dr. Minye (Michael) Tang joined the faculty in the School of Accounting in 2020, as a tenure-earning Assistant Professor with three years tenure credit, having earned his PhD in Accounting from the University of Rochester in 2013. Prior to FIU he was an Assistant Professor at New York University (2012-2020).

His research focuses on financial accounting, and more specifically on the interactions between managers and capital market participants with respect to the earnings expectation process conveyed by management and financial analysts. He has eight publications, including one in *The Accounting Review*, which is one of the top three journals in accounting and appears on the prestigious University of Texas at Dallas (UTD24) journal list and the Financial Times 50 (FT50) journal list.

Dr. Tang teaches financial accounting in the MBA program. His colleagues note that financial accounting is one of the more challenging courses in the MBA and that many of the students who are pursuing an MBA were not business majors as undergraduates. Dr. Tang mentors PhD students and is a member of a dissertation committee.

He is a member of the college's Undergraduate Research Associate Program, which exposes students to research and serves as a pipeline to the doctoral program. Dr. Tang served as a Faculty Fellow in the Dean's office in identifying ways to improve the college's graduate programs. He is on the editorial board of *Journal of International Accounting* and serves as a reviewer for other academic accounting journals.

Luke Thominet
English
College of Arts, Sciences and Education



Dr. Luke Thominet joined the department of English as an Assistant Professor of Writing and Rhetoric in 2016, after having completed his PhD at Wayne State University.

His research focuses on technical communication, user-centered design, and socio-ethical impact of communications systems, with a particular focus on community participation in user experience design during video game development, the rhetorical construction of academic communication systems, and applications of design thinking frameworks to curricular and pedagogical design. Since joining FIU he has published seven peer-reviewed journal articles, five proceedings, and three book chapters since 2016.

Dr. Thominet teaches both undergraduate and graduate courses, ranging from Professional and Technical Writing (ENC 3213), Rhetorical Theory and Practice (ENC 3371), Special Topics in Composition (ENC 4930) to Document and Visual Design for Professional Writers (ENC 5432). He has developed and implemented foundational courses in the MA in Writing & Rhetoric Program. Dr. Thominet has been a mentor to numerous undergraduate and graduate students.

He served as chair of the BA Track Committee and as a member on the Professional Writing and MA Track Committees, and the College's Curriculum Enhancement Project. Dr. Thominet serves as the Communications Manager and Board Member of the Association for Computing Machinery Special Interest Group for the Design of Communication, and has been a reviewer for several journals.

Fereshteh Toosi
Art and Art History
College of Communication, Architecture + Arts



Professor Fereshteh Toosi joined the Department of Art + Art History in 2017, as a tenure-earning Assistant Professor, having earned their Master of Fine Arts degree in Interdisciplinary Art from the School of Art at Carnegie Mellon University in 2004. Before joining the faculty at FIU, Professor Toosi held a full-time teaching appointment at Columbia College Chicago (2008-2015).

Their creative activities encompass digital/new media artistic work in order to design dialectical, somatic, and affective participatory experiences and foster animistic connections. Professor Toosi's artwork often involves documentary processes, oral history, and archival research. Immersive performances are produced in conjunction with small sculptures, short films, installations, scores, and poetry, often situated in gardens, parks, and waterways. They have numerous peer-reviewed, juried, refereed, and invited exhibitions, publications, and national, international, and regional presentations.

Dr. Toosi teaches at both the undergraduate and graduate level in the Digital Arts curriculum. They bring real-life projects into the classroom and, using open-source technology, designs assignments that encourage students to bridge disciplinary content and critical thinking with creativity in the digital arts.

Dr. Toosi has served on the college's Differential Assignment Sub-committee, the Project THINC Course Design Institute, the Humanities Edge, and the Dean's Technology, Innovation + Education Task Force, as well as the college's Steering Committee. Dr. Toosi also serves as a juror for the International Sculpture Center and on the admissions panel of the ACRE Residency.

Tiffany Troxler
Earth and Environment
College of Arts, Sciences and Education



Dr. Troxler joined the faculty in Earth and Environment in 2020 as a tenure-earning Associate Professor, with three years tenure credit, having earned a PhD in Biological Sciences at Florida International University (FIU) in 2005. Prior to her tenure-track appointment, she held several research faculty and administrative appointments at FIU, including: Director of Science, *Sea Level Solutions Center*, now part of the Institute of Environment (2018-2020).

Her research is interdisciplinary, linking ecology, hydrology, biogeochemistry, design and technology to address coastal sustainability and resilience in both natural and urban systems. She has published 58 peer-reviewed articles, 16 of these since being named Associate Professor in 2020, co-edited a 2019 book and has published 13 book chapters. Dr. Troxler also has been instrumental in co-authoring six high impact government reports on carbon and climate change including two Intergovernmental Panel on Climate Change (IPCC) reports. She has secured \$17.6M in funding.

Dr. Troxler's teaching spans curricular assessment and course development. She revised the BA in Sustainability and Environment program, to a more practical, interest-oriented and post-graduation success-oriented program of study. Dr. Troxler is currently mentoring nine graduate students, including three PhD students, serves on six graduate student committees and has mentored four postdoctoral associates, and numerous undergraduate students.

She serves as the founding Director of Science of the Sea Level Solutions Center, and has served on several departmental committees, including the Professional Science Master's in Environmental Policy and Management Program Revision Committee, and the Undergraduate Committee. Dr. Troxler has refereed for numerous journals, including *Wetlands*, *Hydrobiologia*, and *Bioscience*.

THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
Academic Policy and Student Affairs Committee
June 15, 2023

Subject: Tenure as a Condition of Employment Nominations

Proposed Committee Action:

Recommend to the Florida International University Board of Trustees the approval of three (3) candidates for Tenure as a Condition of Employment (TACOE) as specified in the Board materials.

Background Information:

Pursuant to Florida Board of Governors Regulation 1.001(5)(a), each board of trustees shall provide for the establishment of the personnel program for all the employees of the university, including but not limited to tenure.

The TACOE nominees hold tenure at their previous institutions and have been selected to receive TACOE based on the caliber of their work.

Supporting Documentation:

Overview

Bios

Curricula Vitae

Facilitator/Presenter:

Elizabeth M. Bejar

Florida International University
Tenure as a Condition of Employment Nominations - June 2023

Name	College	Department	Proposed Rank
Stav Fainshmidt	College of Business	Department of International Business	Associate Professor
Guadalupe Garcia	Steven J. Green School of International and Public Affairs	Department of History	Associate Professor
Sumit Jha	College of Engineering and Computing	Knight Foundation School of Computing & Information Sciences	Professor

Stav Fainshmidt
Tenure as a Condition of Employment
International Business
College of Business



Dr. Fainshmidt earned his PhD in Business Administration for Old Dominion University in 2014 and was hired as a tenure track Assistant Professor at FIU. In 2019, he was promoted to Associate Professor with tenure at FIU and stayed until 2022. In 2022, he joined the Ivey Business School, University of Western Ontario, as an Associate Professor with tenure. Dr. Fainshmidt is returning to FIU at the rank of Associate Professor and tenure as a condition of employment (TACOE).

His research program examines how the institutions and governance arrangements surrounding domestic and multinational firms shape organizational outcomes and how firms can develop change-oriented capabilities and deploy them more effectively. Dr. Fainshmidt has published 47 articles in numerous top-tier journals.

Dr. Fainshmidt has taught strategic management and international business undergraduate and graduate (including doctoral) courses. He has won over a dozen teaching awards. Further, he has served on multiple doctoral dissertation committees at FIU, Ivey Business School, and other institutions, and supervised doctoral students.

Dr. Fainshmidt has engaged in extensive internal and external service roles. He has been part of various committees and task forces at FIU, including acting as an academic director for the MIB program, and he has been actively involved in service and governance activities at Ivey Business School as well. Externally, he serves in three editorial roles for leading journals in the international business and management fields and regularly organizes workshops for major conferences.

Guadalupe Garcia
Tenure as a Condition of Employment
History
School of International and Public Affairs



Dr. Garcia received a PhD in History from the University of North Carolina at Chapel Hill in 2006. She has been a tenured Associate Professor in the Department of History, at Tulane University since 2016. Dr. Garcia is joining FIU as a tenured Associate Professor as a condition of employment (TACOE).

Dr. Guadalupe Garcia has been making important and groundbreaking interventions in the field of Cuban history for well over a decade. Her research interests focus on Havana as a Black urban space and involve methodological interventions, such as digital research and mapping, into the study of the Caribbean at large. Based on her books and peer-reviewed articles to date, Dr. Garcia clearly is a productive researcher and a widely recognized scholar, as all external reviewers indicate in their letters.

Dr. Guadalupe Garcia would make a substantial and lasting contribution to the development of Cuban studies at FIU and could serve as an excellent liaison among the History Department, the Cuban Research Institute, and the Kimberly Green Latin American and Caribbean Center.

Sumit Jha
Tenure as a Condition of Employment
School of Computing & Information Sciences
College of Engineering and Computing



Dr. Jha earned his PhD in Computer Science from Carnegie Mellon University in 2010. In 2020, he was hired at the Professor rank at University of Texas at San Antonio, in the Department of Computer Science. Before joining the University of Texas, he was a tenured Associate Professor in the Department of Computer Science at the University of Central Florida. Dr. Jha is joining FIU as a tenured Professor as a condition of employment (TACOE).

Dr. Jha's research interests include developing algorithms for evaluating trust and confidence of AI systems and designing more efficient AI hardware. He is extremely prolific, having published around 100 peer-reviewed papers throughout his career. In addition, he has published many book chapters and conference proceedings. He has been well funded, with grants and contracts of approximately \$4.2million.

He has taught many graduate and undergraduate courses at both the University of Central Florida and University of Texas San Antonio in his research area and introductory level, including Trust in AI and Analysis of Algorithms. Dr. Jha fits very well with College of Engineering and Computing mission and his strengths are in good alignment with Knight Foundation School of Computing and Information Sciences (KFSCIS) strategic goals, particularly in achieving large-scale research funding and in recruiting and graduating more Ph.D. students. His extensive research collaborations and multidisciplinary research will also help advance the University's preeminence in AI.

Dr. Jha also has an impressive record of service to his program, department, college, community, and his field.

Education

2014 Ph.D., Business Administration and Ma, Old Dominion University, Virginia, United States
Ph.D., Business Administration and Ma, Old Dominion University, Virginia, United States

Current Position

Current Academic Rank: Associate Professor

Work Experience

No activities entered.

Non-Tenure Track Promotion Application

No activities entered.

Biographical Summary

No activities entered.

Candidate's statement of teaching philosophy, pedagogic innovations and assessment instruments, and pedagogic practice.

No activities entered.

A statement describing the candidate's approach to departmental, school/college, university, and national service.

No activities entered.

Supporting Evidence

No activities entered.

Teaching Innovation and Other Relevant Teaching Activities

No activities entered.

Student Supervision/Mentoring

Spring 2020 - Ongoing

Student Name: Veronika Ermilina, Fatemeh Askarzadeh, and Taina Trahtenberg, Degree/Program: PhD, Student Type: PhD, Affiliation (FIU or Other): ODU and Hebrew U of Jerusalem, Committee member

Fall 2019 - Ongoing

Student Name: Magdalena Jones and Kira Haensel, Degree/Program: PhD, Student Type: PhD, Affiliation (FIU or Other): FIU, Informal mentoring, paper development

Fall 2018 - Ongoing

Student Name: Mohan Song, Maria Lapeira, Sibel Novelli, Lucas Wagner, Dasol Kim, Degree/Program: PhD, Student Type: PhD, Student Status: Current, Affiliation (FIU or Other): FIU, Dissertation committee member

Scholarly Publications and Creative Activities

Article

Completed/Published

No activities entered.

In Press

Andrews, D.; Fainshmidt, S.; Gaur, A.; Parente, R. C. Configuring Knowledge Connectivity and Strategy Conditions for Foreign Subsidiary Innovation. *Long Range Planning Journal* **2021**.

Accepted

No activities entered.

Revise & Resubmit

No activities entered.

Submitted

No activities entered.

In Progress

No activities entered.

Book

No activities entered.

Book Chapter

No activities entered.

Book Review

No activities entered.

Case Study

No activities entered.

Creative Work and Production

No activities entered.

Data Research Tools and Techniques

No activities entered.

Exhibits and Performances

No activities entered.

Intellectual Property

No activities entered.

Online Resource, Application, Website

No activities entered.

Other Scholarly Work

No activities entered.

Other Teaching Materials

No activities entered.

Presentation, Presented Papers, and Lectures

Completed/Published

No activities entered.

In Press

No activities entered.

Accepted

Ozgen, S.; Hiller, N. J.; Fainshmidt, S.; Cullen-Lester, K. Contours of Double Standards in Promotability into the Upper Echelons. In *Strategic Management Society*; Virtual/Toronto, 2021.

Putzhammer, M.; Fainshmidt, S. The Messier Reality of Foreign Operation Mode Change; Lima, Peru, 2017.

Pezeshkan, A.; Smith, A.; Fainshmidt, S.; Nair, A. International Venture Capital Investment and Success: Do Institutional Voids Matter?; Lisbon, Portugal, 2017.

Andrews, D.; Alvarado, V., Marcelo; Fainshmidt, S. Does It Pay to Be Reputable? A Comparative Institutional Analysis of Reputational Gains in Consumer and Investor Markets; Minneapolis, Minnesota, 2018.

Andrews, D.; Geleilate, M.; Fainshmidt, S.; Xu, L. Contingencies to the Subsidiary Autonomy-Subsidiary Performance Relationship: A Meta-Analysis; Chicago, Illinois, 2018.

Witt, M.; Fainshmidt, S. I Did It My Way: An International Analysis of Deviation from Corporate Governance Norms; Chicago, Illinois, 2018.

Guldiken, O.; Mallon, M.; Fainshmidt, S.; Judge, W. Beyond Tokenism: A Social Identity Perspective on Female Director Appointments; Chicago, Illinois, 2018.

Michael, W.; Fainshmidt, S.; Aguilera, R. An International Analysis of Corporate Governance Deviance; Paris, France, 2018.

Pezeshkan, A.; Smith, A.; Fainshmidt, S.; Nair, A. International Venture Capital Attractiveness and Performance: A Neo-Configurational Perspective; 2020.

Author: 4

Mallon, M.; Fainshmidt, S. Who's Hiding in the Shadows? Organized Crime and Informal Entrepreneurship in 39 Economies; 2020.

Andrews, D.; Fainshmidt, S. How Much Does the MNE Matter to Foreign Subsidiary Performance?; 2020.

Revise & Resubmit

No activities entered.

Submitted

No activities entered.

In Progress

No activities entered.

Proceeding

No activities entered.

Reports

No activities entered.

Professional Honors, Prizes, Fellowships

No activities entered.

Professional Associations

No activities entered.

University Committees

University

No activities entered.

Administration

No activities entered.

Business Unit

No activities entered.

Department

Fall 2018 - Ongoing

1. Member, departmental IB Advantage Committee.
2. Member, departmental Journal List Committee.
3. Member, departmental committee to update P&T requirements in bylaws, (COB Dept of Intl Business)

Level 5

No activities entered.

Level 6

No activities entered.

Level 7

No activities entered.

Level 8

No activities entered.

Other Institutional Service

Fall 2020 - Ongoing

Mentor in the Provost's Mentoring Program, (Office Of The Provost)

Fall 2018 - Ongoing

Faculty Fellow, FIU Center for Leadership, (Center for Leadership)

External Service

Fall 2019 - Ongoing

Consulting Editor, Journal of International Business Studies

Spring 2019 - Ongoing

Reviewing Editor, Journal of World Business

Fall 2018 - Ongoing

Editorial Review Board Member, Corporate Governance: An International Review

Editorial Review Board Member, Thunderbird International Business Review

Editorial Review Board Member, Journal of International Management

Editorial Review Board Member, Management and Organization Review

Fall 2016 - Ongoing

Reviewer: Ad Hoc Reviewer for a Journal, Multiple Peer Reviewed Journals

Engagement Activities

No activities entered.

Courses Taught

Summer 2022

Semester	Course Prefix	Course Number	Section	Course Title
Summer 2022	MAN	7980	U02C	Ph.D. Dissertation

Research/Grant

No activities entered.

Professional Licensure and Certification

Certified Public Accountant, 2008

Consulting

No activities entered.

Professional Development

No activities entered.

Additional Documents

No activities entered.

Curriculum Vitae

No activities entered.

ACADEMIC APPOINTMENTS

Tulane University

2016-present | Associate Professor of History
2009-2015 | Assistant Professor of History

University of Central Florida, Orlando

2006-2009 | Assistant Professor of History

EDUCATION

2006 | Ph.D., University of North Carolina at Chapel Hill, History
2001 | M.A., California State University, Los Angeles, Latin American Studies
1997 | B.A., Pitzer College, Political Studies and Literature

GRANTS AND FELLOWSHIPS

2019 Digital Humanities Fellow, John Carter Brown Library, Brown University (Summer)
2018 Distinguished Fellowship, Advanced Research Collaborative (ARC), The Graduate Center, CUNY (Fall)
2016 John Carter Brown Library Fellowship, Short-Term, Brown University
2016 Faculty Research Grant, Newcomb College Institute, Tulane University
2015 Monroe Fellowship, New Orleans Center for the Gulf South
2015 Excellence in Graduate Teaching Award, Latin American Studies, Tulane University
2013 Warwick Transatlantic Research Fellowship, University of Warwick, UK
2013 Woodrow Wilson National Fellowship Foundation, Honorable Mention
2013 Board of Regents, Award to Louisiana Scholars and Artists (ATLAS), Finalist
2013 School of Liberal Arts, Tulane University, Young Glick Fellowship
2006 University of Florida, Center for Latin American Studies, Library Travel Grant
2005 Ford Foundation, Dissertation Fellowship, Honorable Mention

TEACHING HONORS AND AWARDS

2019 William L. Duren Professorship Program, Newcomb-Tulane College
2015 Excellence in Graduate Teaching, Latin American Graduate Organization, Tulane University

PUBLICATIONS

Books

Beyond the Walled City: Colonial Exclusion in Havana. Berkeley: University of California Press, 2016.

Imprints of Revolution: Visual Representations of Resistance, co-edited collection with Lisa B.Y. Calvente. London: Rowman & Littlefield International, April 2016.

Articles

“From Public Works to Private Enterprise: The Meaning of Civic Participation in Havana Between Empires,” forthcoming, *Itinerario*.

“A Haunting Presence: Archiving Black Absence and Racialized Mappings in Louisiana Plantation Sites.” *Cultural Studies*, Vol. Ahead-of-print (June 2020): 1-20.

“‘La ciudad antigua y la ciudad nueva.’ Desplazamiento de las zonas centrales en la La Habana colonial.” *Revista Quiroga, Revista de patrimonio Iberoamericano*, No. 7 (July 2015): 22-30.

“The City Speaks: Dis/Articulating Revolutionary Havana, Cuba, and Global Belonging.” *Cultural Studies*, Vol. 28, No. 3, (Feb. 2014): 438-462. Co-authored with Lisa B.Y. Calvente.

“Urban *Guajiro*s: Colonial *Reconcentración*, Rural Displacement, and Criminalization in Western Cuba, 1895-1902.” *Journal of Latin American Studies* Vol. 43, No. 2 (Aug. 2011): 209-235.

“*Nuestra patria La Habana*: Reading the 1762 British Occupation of the City.” *Nuevo Mundo/ Mundos Nuevos*, “Debates,” 2011, Online Journal, 31 March 2011. URL: <http://nuevomundo.revues.org/61119>.

Review Essays and Book Reviews (Selected)

Elena A. Schneider, *The Occupation of Havana: War, Trade, and Slavery in the Atlantic World*, in *The American Historical Review*, accepted 6/2020.

“Imagining Cuba across Time and Space,” Response to Nancy Raquel Mirabal, *Suspect Freedoms: The Racial and Sexual Politics of Cubanidad in New York, 1823-1957*, in *Cultural Dynamics* 30, no. 4 (2018), 343-348.

Aisha K. Finch, *Rethinking Slave Rebellion in Cuba: La Escalera and the Insurgencies of 1841-1844*, in *Afro-Asia* 54 (2016), 375-377.

Melina Pappademos, *Black Political Activism and the Cuban Republic*, in the *Hispanic American Historical Review* 93, no.3 (August 2013), 521-522.

Jonathan Curry Machado, *Cuban Sugar Industry: Transnational Networks and Engineering Migrants in Mid-Nineteenth Century Cuba*, in *The Journal of Latin American Studies* 44, no. 3 (August 2012), 616-618.

César J. Ayala and Rafael Bernabe, *Puerto Rico in the American Century: A History Since 1898*, in *The Florida Historical Quarterly* 86, no. 3 (Winter 2008), 432-433.

Bibliographies and Encyclopedia Entries

“Havana,” *Oxford Bibliographies in Latin American Studies*, ed. Ben Vinson III. Oxford University Press, forthcoming.

“Governance and Contestation: Colonial Period.” In *Cuba: People, Culture, History*, ed. Alan West-Durán. New York: The Gale Group, 2011.

“Aurora Castillo.” In *Notable American Women: A Biographical Dictionary, Completing the Twentieth Century*, eds. Susan Ware and Stacy Braukman. Belknap Press, 2005.

“Carnaval” and “Mexican American Unity Council (MAUC).” In *Encyclopedia Latina: History, Culture, and Society in the United States*, ed. Ilan Stavans and Harold Augenbraum. New York: Grolier Inc., 2005.

WORK IN PROGRESS

Books

Black Urban Space and Colonial Logic in Nineteenth-Century Havana, book manuscript in progress.

PRESENTATIONS

Invited Talks and Papers

Roundtable, “The Restoration of La Habana: Accomplishments, Projections,” School of Visual Arts, The City University of New York, November 14, 2019.

“Colonial Logic in the Nineteenth-Century City,” University of Pennsylvania, Philadelphia, November 12-13, 2019.

Colonial Logic in Latin American and Caribbean Cities,” Advanced Research Collaborative (ARC), The Graduate Center, CUNY, New York, September 27, 2018.

“Transforming Empire: Walled Cities and Colonial Conflict in the Revolutionary Atlantic,” Imperial Entanglements / Co-Dependent Empires Conference, Museo Histórico de Acapulco, Fuerte de San Diego, Acapulco, Mexico, July 13, 2018.

“Thinking Beyond Walls: Borders, Migration, and the Politics of Space,” Deep South in the Global South Conference, Critical Plenary, University of Louisiana at Lafayette, March 23, 2018.

“Black Geographies and Colonial Logic in Nineteenth-Century Havana,” Newcomb College Institute, Tulane University, New Orleans, September 23, 2017.

“Reading and Mapping Havana’s Atlantic Geographies,” The John Carter Brown Library, Brown University, Providence, March 8, 2017.

“50 Years of Latin American Studies,” Latin American Studies Society, California State University, Los Angeles, May 23-24, 2013.

“Cities, Towns and Suburbs: The Racial Politics of Urban Places,” Rutgers Center for Race and Ethnicity, Rutgers University, May 2-3, 2013.

“Colonial Authority and Identity in Ibero-America,” Latin American and Iberian Institute, University of New Mexico, April 10-11, 2013.

Conference Papers and Presentations (Selected)

Chair and Commentator, “Planning, Difference, and Dislocation in the Black Americas: Atlanta, Port-au-Prince, and São Paulo,” *American Historical Association* (AHA), New York, January 3-6, 2020.

“Margarita’s La Habana: Troubling Colonial Landscapes and the Archives of Slavery,” *Association for the Study of the Worldwide African Diaspora* (ASWAD), The College of William & Mary, Williamsburg, VA, November 5-9, 2019.

“Imaged to Entice: The Female Embodiment of Cuba and its Contemporary Resonances,” *Crossroads in Cultural Studies Conference*, Shanghai, China, August 12-15, 2018.

“Havana: Global Port City,” Global Urban History Project Sponsored Panel, *International Planning History Society*, Yokohama, Japan, July 15-19, 2018.

“A Haunting Presence: Black Absence and Racialized Mappings in Colonial and Contemporary Louisiana,” *Critical Ethnic Studies Conference*, Vancouver, Canada, June 21-24, 2018.

“Author Meets Critic” session for Angel Parham’s *American Routes: Racial Palimpsests and the Transformation of Race*. Southern Sociological Society, New Orleans, April 4-7, 2018.

“Black Geographies and Colonial Logic in 19th Century Havana.” *Tepoztlán Institute*, Tepoztlán, Mexico, July 19-24, 2017.

“Archiving the Past: A Roundtable on Race, Ethnicity, and Archival Methods in Colonial Latin America.” *Latin American Studies Association*, Lima, Peru, April 29-May 1, 2017.

“Inventing a ‘Caribbean Paris’ in Early Twentieth-Century Havana.” *Urban History Association*, Chicago, Urban History Association, October 13-16, 2016.

Chair, “Planning Latin America.” *Society for American City and Regional Planning History*, Los Angeles, Nov. 5-8, 2015.

- “Inventing a ‘Caribbean Paris’: Imperial Inroads, Urban Works, and the Emergence of Republican Havana.” *Society for American City and Regional Planning History*, Los Angeles, November 5-8, 2015.
- “Racist Hauntings and the Monstrosity of Slavery in Plantation Tours of the U.S. South.” *Association of Caribbean Historians*, Nassau, Bahamas, May 17-21, 2015.
- “Black Criollos: Race, Place, and Colonial Belonging in Mid Nineteenth-Century Havana.” *Latin American Studies Association*, Chicago, May 21-May 24, 2014.
- “Havana in the Early Spanish Empire.” *Centre for Port and Maritime History Annual Conference*, Liverpool, United Kingdom, September 12-13, 2013.
- “Spaces In-Between: *Las murallas de la Habana* and Urban Expansion, 1862-1883.” *Latin American Studies Association Meeting*, Washington, DC, May 29-June 1, 2013.
- “Race, Place, and Belonging in Colonial Havana.” *Crossroads Association for Cultural Studies International Conference*, Paris, France, July 2-5, 2012.
- “Black Criollos: Mapping Free and Slave Topographies in Colonial Havana.” *Association of Caribbean Historians*, Willemstad, Curacao, May 13-18, 2012.
- “Imprints of Revolution.” *National Communication Association*, New Orleans, November 17-20, 2011.
- “The Walled City.” *Virginia, Carolina, Georgia Colonial Latin American History Seminar (VACARGA)*, University of South Carolina, Columbia, April 15-17, 2010.
- “The Walled City: Race and Empire in Colonial Havana.” *Urban Empire: A Symposium on Cities of the Early Modern Hispanic World*, Tulane University, New Orleans, March 19-20, 2010.
- “The Visual Imagery of the Revolution.” *Revolutionary Cuba: Memory, Culture, and Politics*, Title VI-A Undergraduate International Studies and Foreign Language Project Directors' Meeting, Roger Thayer Stone Center for Latin American Studies, Tulane University, February 2010.
- “The Public Revolution in Cuba: History, Myth, Memory.” *American Historical Association*, San Diego, Jan. 7-10, 2010.
- “Until Victory Always? Rethinking the Cuban Revolution within the Black Diaspora.” *The Measure of a Revolution: Cuba, 1959-2009*, Queens University, Kingston, Canada, May 7-9, 2009.
- “Space and Identity: The Politics of Expression in Latin America,” Latin American Graduate Student Association Conference, Tulane University, March 2009.
- “Urban *Guajiros*: Peasant Displacement and the Making of Post-Revolutionary Havana.” *Social Science History Association*, Miami, October 23-26, 2008.
- “Neither Spanish Vassals nor British Subjects: Race and *Patria* in Havana, 1762.” International Conference on Urban History, *European Association for Urban History*, Lyon, France, August 27-30, 2008.
- “Petitioning the King: Agency and Urbanization in Havana, 1899-1902.” *American Historical Association*, Washington, DC., January 3-6, 2008.
- “The State of Revolution: Cuba and the New Framework of Latin America.” *The Consortium in Latin American and Caribbean Studies at UNC, Chapel Hill and Duke University*, Chapel Hill and Durham, February 8-10, 2007.
- “Urban *Guajiros*: Changing Notions of Habanero Identity in Republican Cuba.” *Latin American Studies Association*, San Juan, Puerto Rico, March 15-18, 2006.

TEACHING AND ADVISING

Department of History

Undergraduate Courses Developed and Taught:

Survey, Introduction to Latin American History
Survey, Introduction to Colonial Latin American History
The Latinx South: Migration, Immigration, and U.S. Policy
The Cuban Revolution: History, Course, and Legacies
Monsters in History
Sex and Gender in Colonial Latin America

Graduate Courses Developed and Taught:

Historical Methods
Professional Development and Documentation
Colonial Latin America: History and Historiography
Readings in Cuban History
The Cuban Revolution: History, Myth, and Memory
The City in Latin America: Issues and Debates

Graduate Advising:

Ph.D. Students, Advisor

Daylín Pujol López, 2018-present
Boris Martín, “A Colorful History: Banana Production and Trade in Cuba, 1850-1950,” (2014-present)

Ph.D. Students, Minor-Field Advisor

Michael Gutierrez: Comparative Empire (2018)
Alix V. Riviere: Race and Blackness in Colonial Latin America (2015)
Maria Aguilar: Memory and Politics (2011)
Peyton Jones: Latino History and Immigration (2012)
Isabel Quintana: European Empire in the Americas (2011)
Beau Gaitors: Race and Ethnicity in the Americas (2012)

Ph.D. Committee, Reader

Christina Leblanc
Mira Kohl
Kaitlyn Henderson, “Black Activism in the Red Party: Black Politics and the Cuban Communist Party, 1925-1962,” (Defended, 2018).
Heidi M. Krajewski, “Fault Lines: Modernity, the Working Class, and Politics in Managua, Nicaragua, 1957-1979,” (Defended, Spring 2017).
Stephanie Y. Parham, “The Second Conquest: Modernization, Gender, and Work in Guatemala City, 1944-1976.

Ph.D. Portfolio Exam Committee (A.B.D. Exam Committee)

Anna Morgan Leonards: Atlantic World (2018)
Bryan Laird: Colonial Latin America (2018)
Mira Kohl: Frontier / Border Studies (2018)
Elena Llinas: Modern Latin America (2016)
Christopher Willoughby: Atlantic World (2013)
Lindsay Cox: Atlantic World (2013)
Andrew Bond: Colonial Latin America (2010)

M.A. Thesis Committee, Reader

Matthew Brennan: (U.S South, Defended, 2013)

Africana Studies

Affiliated Faculty, undergraduate advising responsibilities

Roger Thayer Stone Center for Latin American Studies

Affiliated Faculty, undergraduate and graduate advising responsibilities

Graduate Advising:

Ph.D. Exam and Dissertation Committee (Reader)

- Jesús Guillermo Ruiz, "Subjects of the King: Bourbon Royalism and the Origins of the Haitian Revolution, 1763-1806," (2016-present).
- Susanne Hackett, " 'Pero Ochún fué más inteligente...' / ('But Ochún was more clever...'): The Importance of the *Patakin* of Ogun and Ochun in Cuban National Mythology," (2015-present).
- Corrine M. Boudreaux, "The City Framed: A Photographic Analysis of Space and Violence in Ciudad Juárez," (Defended, 2015).

M.A. Thesis Committee, Advisor

- Leanna First-Arai, "Poco memorable or inolvidable? Rereading the Roots and Reverberations of the 1954 Honduran Huelga," (Defended, 2016).
- Melina Leodas, "Through Foreign Eyes: Tourism and the Travel Narrative in Nineteenth-Century Cuba and New Orleans," (Defended, 2010).
- Tia Vice, "Minerva Magazine and the Modern Afro-Cuban Woman: Redefining Race and Gender Expectations in Late-Nineteenth Century Havana," (Co-Chair, Defended, 2010).

M.A. Thesis Committee, Reader

- Jimena Codina, "The Other Shore: The Mariel Boatlift through the Visual Arts," (Defended, 2016).
- Maile Speakman, "Performance Cubano: Reading Queer Theory in Havana," (Defended, 2016).
- Bianca Ballina, "Unifying Divergences: An Analysis of *Cine Joven* in Post-Special Period Cuba," (Defended, 2013).
- Suzanne Hackett, "Afro-Cuban Folkloric Performance in Post-'Special Period' Havana," (Defended, 2012).

Undergraduate Advising:

Advisor, B.A., Honors Thesis

- Carlos Grover, "Brazilian Property Paradigms: How Neoliberal Democratic Institutions Reproduce Past Inequity," (Defended, 2011).

Reader, Honors Thesis

- Alexa Schwartz, "The Impact of Community Organizations on the Latino Immigrant Population in Post-Katrina New Orleans," (Defended, 2013).

University of Central Florida, Orlando

Undergraduate Courses Developed and Taught:

- Introduction to Colonial Latin American History
- Introduction to Modern Latin American History

Graduate Courses Developed and Taught:

- Colonial Transformations

Graduate Advising:

Advisor, M.A. Students

- Paola "Ally" Rodriguez, "A Pure Space to be Mexican: Ethnic Mexicans and the Mexico-U.S. Soccer Rivalry, 1990-2002," (Defended, 2009).
- Hussein Jalilie, "The Crypto-Jews and the Inquisition in Cartagena de Indias, 1610-1700."

ACADEMIC APPOINTMENTS AND SERVICE

School of Liberal Arts, Tulane University

- Executive Committee (elected position), 2019 - present
- Search Committee, Andrew W. Mellon Postdoctoral Fellow in the Humanities, 2012
- Discussant, New Faculty Orientation, School of Liberal Arts, 2010
- Executive Committee, *Gender and Sexuality Studies Program*, 2012 - 2013

Roger Thayer Stone Center for Latin American Studies, Tulane University

- Executive Committee (elected position), 2017-2020

Graduate Committee, 2018 - 2020
Undergraduate and Graduate Research Award Committee, 2014 - 2015

New Orleans Center for the Gulf South, Tulane University

Selection Committee, Monroe Research Fellowship, 2016

Department of History, Tulane University

Director of Graduate Studies, 2017-present
Chair's Advisory Committee, 2017-present
Graduate Studies Committee, 2015-2017
Website Committee, 2015-2016
Latin American History Visiting Professor Search Committee, 2014
Undergraduate Curriculum Committee, 2012-2014
Cominos Graduate Student Paper Award Committee, 2012-2014
Research and Travel Committee, 2010-2012
France V. Scholes Chair Hiring Search Committee, 2010
Graduate Program Course Committee, 2010

University of Central Florida

Academic Advisor, Hispanic American Student Association
Academic Advisor, History Club
Academic Advisor, Phi Alpha Theta, UCF Chapter

PROFESSIONAL APPOINTMENTS

Association and Editorial Boards

2019-present	Editorial Board Appointment, The Urban History Association
2019-present	Editorial Board Appointment, The Society for American City and Regional Planning History
2017-present	Associate Editor, <i>Hispanic American Historical Review</i> (HAHR)

Manuscript Reviews (Press)

Oxford University Press * University of Alabama Press * University of New Mexico Press *

Manuscript Reviews (Journals)

The American Historical Review * *Journal of American History* * *Hispanic American Historical Review* * *Journal of Latin American Studies* * *American Quarterly* * *Louisiana History Journal* * *Caribbean Studies* * *Text and Performance Quarterly*

Academic Committees

Membership Committee, Association for the Study of the Worldwide African Diaspora (ASWAD), 2018-present
James R. Scobie Memorial Award Committee, Conference on Latin American History (CLAH), American Historical Association (AHA), 2015
Murdo J. MacLeod Book Prize Committee, Southern Historical Association (SHA), 2013

PROFESSIONAL AFFILIATIONS

American Historical Association (AHA)
Association for the Study of the Worldwide African Diaspora (ASWAD)
Conference on Latin American History (CLAH)
Latin American Studies Association (LASA)
Association of Caribbean Historians (ACH)
Crossroads Association for Cultural Studies
Urban History Association
Society for American City and Regional Planning History (SACRPH)
Instituto Cubano de Investigación Cultural Juan Marinello, Cuba-U.S. Collaborative Project Partner

Sumit Kumar Jha
Professor of Computer Science
Computer Science Department
University of Texas at San Antonio, San Antonio, TX 78249
Email: sumit.jha@utsa.edu

Citizenship United States

Education

2004 – 2010	Carnegie Mellon University, Pittsburgh, PA 15213 Ph.D. in Computer Science (2010) M.S. in Computer Science (2009)
2000 – 2004	Indian Institute of Technology, Kharagpur, India, 721302 B. Tech. (Honors) in Computer Science and Engineering (2004)

Professional Appointments

2020 – current	Professor, Computer Science Department, University of Texas at San Antonio, San Antonio, TX
Summer 2020	Visiting Faculty, Air Force Research Laboratory Information Directorate, Rome, NY
2017 – 2020	Associate Professor, CS Department, University of Central Florida
Summer 2018	Visiting Faculty, Air Force Research Laboratory Information Directorate, Rome, NY
2010 – 2016	Assistant Professor, CS Department, University of Central Florida
Summer 2014	Visiting Faculty, Air Force Research Laboratory Information Directorate, Rome, NY
Summer 2013	Visiting Faculty, Air Force Research Laboratory Information Directorate, Rome, NY
2004 – 2010	Graduate Student Researcher, Computer Science Department, School of Computer Science, Carnegie Mellon University, PA
Summer 2006	Research Intern, Microsoft Research India
Summer 2005	Research Intern, General Motors R&D, Warren, MI
Summer 2003	Research Intern, Institut National de Recherche en Informatique et en Automatique (INRIA), France

Fellowships

- 2020 US Air Force Summer Faculty Fellowship, Air Force Office of Scientific Research
- 2018 Air Force Research Laboratory Visiting Faculty Research Program
- 2014 US Air Force Summer Faculty Fellowship, Air Force Office of Scientific Research
- 2013 Air Force Research Laboratory Visiting Faculty Research Program
- 2004 – 2010 Carnegie Mellon School of Computer Science Graduate Fellowship

Honors and Awards

- 2022 Best Paper Candidate Nomination, International Conference on Computer-Aided Design (ICCAD)
- 2021 Best Paper Candidate Nomination, Design Automation and Test in Europe (DATE)
- 2018 Best Paper Award, The 10th International Symposium on Foundations & Practice of Security (FPS), Nancy, France
- 2016 Air Force Young Investigator Program Award
- 2014 Best Paper Award, IEEE International Conference on Computational Advances in Bio and Medical Sciences (ICCABS)
- 2013 IEEE Orlando Section Outstanding Engineering Educator Award
- 2012 Elected Full Member of the Sigma Xi Honor Society
- 2011 Best Paper Award, IEEE International Conference on Computational Advances in Bio and Medical Sciences (ICCABS)

Publications: Total publications: about **100**

About **1800** total citations

h-index: **19** (source: Google Scholar)

Selected Peer-reviewed Conference Publications

- 2022 M. Rashed, SK Jha, and R. Ewetz, Logic Synthesis for Digital In-Memory Computing, In 41st International Conference on Computer-Aided Design (**ICCAD**) 2022.

S. K. Jha, R. Ewetz, A. Velasquez, A. Ramanathan and S. Jha, Shaping Noise for Robust Attributions in Neural Stochastic Differential Equations, In 36th AAAI International Conference on Artificial Intelligence (**AAAI**) 2022. Oral Presentation.

- S. K. Jha, R. Ewetz, A. Velasquez, L. Pullum and S. Jha, ExplainIt! A Tool for Computing Robust Attributions of Deep Neural Networks, In 31st International Joint Conference on Artificial Intelligence (**IJCAI**) 2022. Demo track. Accepted.
- S. Thijssen, S. K. Jha, and R. Ewetz, PATH: Evaluation of Boolean Logic using Path-based In-Memory Computing, In 59th Design Automation Conference (**DAC**), 2022.
- M. Rashed, A. Awad, S. K. Jha, and R. Ewetz, Towards Resilient Analog In-Memory Deep Learning via Data Layout Re-Organization, In 59th Design Automation Conference (**DAC**), 2022.
- M. Rashed, S. K. Jha, and R. Ewetz, Hybrid Digital-Digital In-Memory Computing, In Design Automation and Test in Europe (**DATE**) 2022.
- M. Rashed, S. Thijssen, F. Yao. S. K. Jha, and R. Ewetz. STREAM: Towards READ-based In-Memory Computing for Streaming based Data Processing. Asia and South Pacific Design Automation Conference (ASP-DAC), 2022.
- 2021 S. K. Jha, R. Ewetz, A. Velasquez, and S. Jha. On Smoother Attributions using Neural Stochastic Differential Equations. In International Joint Conference on Artificial Intelligence (**IJCAI**) 2021.
- M. Rashed, S. K. Jha, and R. Ewetz. Hybrid Analog-Digital In-Memory Computing. International Conference on Computer Aided Design (**ICCAD**) 2021.
- A. Velasquez, S. K. Jha, R. Ewetz and S. Jha. Automated Synthesis of Quantum Circuits Using Symbolic Abstractions and Decision Procedures. In IEEE International Symposium on Circuits & Systems (**ISCAS**) 2021.
- S. Thijssen, S. K. Jha, and R. Ewetz. COMPACT: Flow-Based Computing on Nanoscale Crossbars with Minimal Semiperimeter. In Design Automation and Test in Europe (**DATE**) 2021. **Best Paper Candidate**.
- 2020 N. Uysal, B. Zhang, S. K. Jha, and R. Ewetz, "DP-MAP: Towards Resistive Dot-Product Engines with Improved Precision", International Conference on Computer Aided Design (**ICCAD**), San Diego, 2020. IEEE.
- 2019 S. Jha, S. Raj, S. Fernandes, S. K. Jha, S. Jha, B. Jalaian, G. Verma, A. Swami. Attribution-based confidence metric for deep neural networks. In Advances in Neural Information Processing Systems (**NeurIPS**) 2019 (pp. 11826-11837).
- S. Fernandes, S. Raj, E. Ortiz, I. Vintila, and S. K. Jha. Directed Adversarial Attacks on Fingerprints using Attributions. In International Conference on Biometrics (**ICB**), 2019.
- 2018 A. Velasquez and S. K. Jha. 3D Crosspoint Memory as a Parallel Architecture for Computing Network Reachability. In IEEE International Conference on Computer Design

(**ICCD**), Orlando, Florida, 2018.

S. Jha, S. Raj, S. K. Jha, and N. Shankar. Duality-Based Nested Controller Synthesis from STL Specifications for Stochastic Linear Systems. In 16th International Conference on Formal Modelling and Analysis of Timed Systems (**FORMATS**), Beijing, China, 2018.

A. Velasquez and S. K. Jha, Parallel Transitive Closure Within 3D Crosspoint Memory. In ACM Symposium on Parallelism in Algorithms and Architectures (**SPAA**), Vienna, Austria, 2018.

A Velasquez, and S. K. Jha. In-Memory Computing Using Paths-Based Logic and Heterogeneous Components. In Design Automation and Test in Europe (**DATE**), Dresden, Germany, 2018.

A. Hassen, and S. K. Jha. Free Binary Decision Diagram Based Synthesis of Compact Crossbars for in-Memory Computing of Boolean Functions. In 45th IEEE International Symposium on Circuits and Systems (**ISCAS**), Florence, Italy, 2018.

- 2017 D. Chakraborty, S. Raj, J. C. Gutierrez, T. Thomas, and S. K. Jha. In-Memory Execution of Compute Kernels using Flow-based Memristive Crossbar Computing. In IEEE International Conference on Rebooting Computing (**ICRC**), Washington D.C., 2017.

S. Raj, A. Ramanathan, L. L. Pullum, and S. K. Jha. Testing Autonomous Cyber-Physical Systems using Fuzzing Features Derived from Convolutional Neural Networks. In ACM SIGBED International Conference on Embedded Software (**EMSOFT**), Seoul, South Korea, 2017.

D. Chakraborty and S. K. Jha. Design of Compact Memristive in-Memory Computing Systems Using Model Counting. In 44th IEEE International Symposium on Circuits and Systems (**ISCAS**), Baltimore, MD, USA, 2017.

A. Velasquez and S. K. Jha. Computation of Boolean Matrix Chain Products in 3D RRAM. In 44th IEEE International Symposium on Circuits and Systems (**ISCAS**), Baltimore, MD, USA, 2017.

D. Chakraborty, and S. K. Jha. Automated synthesis of compact crossbars for sneak-path based in-memory computing. In Design Automation and Test in Europe (**DATE**), Lausanne, Switzerland, 2017.

- 2016 A. Velasquez, and S. K. Jha. Parallel Boolean Matrix Multiplication in Linear Time using Rectifying Memristors. In 43rd IEEE International Symposium on Circuits and Systems (**ISCAS**), Montreal, Canada, May 22-25, 2016.

A. Ramanathan, L. Pullum, F. Hussain, D. Chakraborty, and S. K. Jha. Integrating symbolic and statistical methods for testing intelligent systems: Applications to machine

- learning and computer vision. In Design Automation and Test in Europe (**DATE**), Dresden, Germany, 2016.
- A. U. Hassan, B. Chandrasekhar, and S. K. Jha. Automated Synthesis of Stochastic Computational Elements using Decision Procedures. In 43rd IEEE International Symposium on Circuits and Systems (**ISCAS**), Montreal, Canada, May 22-25, 2016.
- Z. Alamgir, N. Cady, A. Velasquez, and S. K. Jha. Flow-based Computing on Nanoscale Crossbars: Design and Implementation of Full Adders. In 43rd IEEE International Symposium on Circuits and Systems (**ISCAS**), Montreal, Canada, May 22-25, 2016.
- 2015 A. Velasquez and S. K. Jha. Fault-Tolerant Computation-in-Memory Crossbar Designs using Quantified Constraint Solving. In 33rd IEEE International Conference on Computer Design (**ICCD**), 2015.
- 2011 S. K. Jha, C. J. Langmead, S. Mohalik, and S. Ramesh. When to stop verification? Statistical trade-off between expected loss and simulation cost. In Design, Automation & Test in Europe Conference & Exhibition (**DATE**), 2011.
- 2008 S. K. Jha. d-IRA: A Distributed Reachability Algorithm for Analysis of Linear Hybrid Automata. In Hybrid Systems: Computation and Control, 11th International (**HSCC**) 2008.
- 2007 S. K. Jha, B. Krogh, J. Weimer, E. Clarke. Reachability for linear hybrid automata using iterative relaxation abstraction. In Hybrid Systems: Computation and Control, 10th International (**HSCC**) 2007.

Selected Journal Publications and Book Chapter

- 2022 S. Thijssen, S. K. Jha and R. Ewetz, COMPACT: Flow-Based Computing on Nanoscale Crossbars with Minimal Semiperimeter and Maximum Dimension, In IEEE Transactions on Computer-Aided Design of Integrated Circuits and Systems (**TCAD**), 2022
- 2021 N. Uysal, B. Zhang, S. K. Jha, and R. Ewetz. XMAP: Programming Memristor Crossbars for Analog Matrix-Vector Multiplication: Towards High Precision using Representable Matrices. IEEE Transactions on Computer-aided Design of Integrated Circuits and Systems (**TCAD**) Accepted. Impact Score: 2.807.
- S. Rafiq, K. Beckmann, J. Pannu, S. K. Jha and N. Cady. Investigation of ReRAM Variability on Flow-Based Edge Detection Computing using HfO₂-Based ReRAM Arrays. IEEE Transactions on Circuits and Systems (**TCAS**) I. 2021. Impact Score: 3.605.
- 2020 J. Pannu, S. Raj, S. Fernandes, D. Chakraborty, S. Rafiq, N. Cady, S. K. Jha. Design and Fabrication of Flow-Based Edge Detection Memristor Crossbar Circuits. IEEE Transactions on Circuits and Systems (**TCAS**) II: Express Briefs. 2020 Mar 30;67(5):961-5. Impact Score: 3.292.

- S. Raj, J. Pannu, S. Fernandes, A. Ramanathan, L. Pullum, S. K. Jha. Attacking NIST biometric image software using nonlinear optimization. *Pattern Recognition Letters (PRL)*. 2020 Mar 1;131:79-84 Impact Score: 3.756.
- 2019 D. Chakraborty, S. Raj, S. Fernandes and S. K. Jha, “Input-aware Flow-based Computing on Memristor Crossbars with Applications to Edge Detection”, *IEEE Journal on Emerging and Selected Topics in Circuits and Systems (JETCAS)* Impact Score: 3.916.
- 2018 A. Hassen, D. Chakraborty and S. K. Jha, “Free Binary Decision Diagram Based Synthesis of Compact Crossbars for In-Memory Computing,” in *IEEE Transactions on Circuits and Systems (TCAS) II*, vol. 65, no. 5, pp. 622-626, May 2018. DOI: 10.1109/TCSII.2018.2821678. Impact Score: 3.292.
- 2017 S. Raj, Z. Husein, F. Hussain, D. Turgut, S. Pattanaik, C. Chang, and S. K. Jha, “A theorem proving based approach for automatically synthesizing visualizations of flow cytometry data,” in *BMC Bioinformatics*, pp. 1–12. ISSN: 1471-2105, 2017. Impact Score: 2.567.
- 2015 F. Hussain, C. Langmead, Q. Mi, J. Dutta-Moscato, Y. Vodovotz, and S.K. Jha, “Automated parameter estimation for biological models using Bayesian statistical model checking,” in *BMC Bioinformatics*, 16 (Suppl 17):S8, pp. 1–14. ISSN: 1471-2105, 2015. Impact Score: 2.567.
- 2014 N. Deo and S. K. Jha, “Graph Theory: From Konigsberg Bridges to Web-like Complex Networks—A Computer Science Perspective,” in *Cover Story for CSI Communications*, Vol. 38, No. 2, pp. 10–12, ISSN: 0970-647X, 2014.
- 2012 S. K. Jha and C. J. Langmead, “Exploring behaviors of stochastic differential equation models of biological systems using change of measures,” in *BMC Bioinformatics*, Vol. 13, No. 5, pp: S8, DOI: 10.1186/1471-2105-13-S5-S8, 2012. Impact Score: 2.567.
- 2011 S. K. Jha and C. J. Langmead, “Synthesis and infeasibility analysis for stochastic models of biochemical systems using statistical model checking and abstraction refinement,” in *Theoretical Computer Science (TCS)*, Vol. 412, No. 21, pp. 2162–2187, DOI: 10.1016/j.tcs.2011.01.012, 2011 Impact Score (2011): 0.665.
- 2008 C. J. Langmead, S. K. Jha. Symbolic approaches for finding control strategies in Boolean networks. *Journal of Bioinformatics and Computational Biology (JBCB)*. 2009 Apr;7(02):323-38.
- 2005 E. Clarke, A. Fehnker, S. K. Jha, H. Veith. Temporal logic model checking. In *Handbook of Networked and Embedded Control Systems 2005* (pp. 539-558). Birkhäuser Boston.

Peer-reviewed Publications at Workshops of Top Conferences and Funding Agencies (2011 – current)

- 2022 S. K. Jha, R. Ewetz, A. Velasquez, S. Jha, Responsible Reasoning with Large Language Models and The Impact of Proper Nouns, Workshop on Trustworthy and Socially Responsible Machine Learning at Conference on Neural Information Processing (**TSRML@NeurIPS**), 2022.
- S. Fernandes, S. Krivic, P. Sharma, and SK Jha, Detecting Adversarial Attacks On Breast Cancer Diagnostic Systems Using Attribution-based Confidence Metric, Medical Imaging Meets NeurIPS (**MedNeurIPS@NeurIPS**), 2022
- S. Fernandes, S. Krivic, P. Sharma, and SK Jha, Attribution-Based Confidence Metric for Detection of Adversarial Attacks on Breast Histopathological Images, European Conference on Computer Vision (**ECCV**) Workshop, 2022.
- 2021 A. Ramanathan, S. K. Jha. Adversarial Attacks against AI-driven Experimental Peptide Design Workflows. In 3rd IEEE Annual Workshop on Extreme-scale Experiment-in-the-Loop Computing (**XLOOP**) 2021.
- 2020 S. Fernandes, S. Raj S, R. Ewetz, J.S. Pannu, S. K. Jha, E. Ortiz E, I. Vintila, M. Salter. Detecting Deepfake Videos using Attribution-Based Confidence Metric. Proceedings of the IEEE/CVF Conference on Computer Vision and Pattern Recognition (**CVPR**) 2020.
- S. Fernandes, S. K. Jha. Adversarial Attack on Deepfake Detection Using RL Based Texture Patches. In Computer Vision workshop at European Conference on Computer Vision (**ECCV**) Workshops 2020.
- 2019 M. Ozdag, S. Raj, S. Fernandes, A. Velasquez, L. Pullum, S. K. Jha. On the susceptibility of deep neural networks to natural perturbations. In AI Safety Workshop at the 28th International Joint Conference on Artificial Intelligence (**IJCAI**) 2019.
- S. Fernandes, S. Raj, E. Ortiz, I. Vintila, M. Salter, G. Urosevic, S. K. Jha. Predicting Heart Rate Variations of Deepfake Videos using Neural ODE. In IEEE Proceedings of the International Conference on Computer Vision (**ICCV**) Workshops 2019.
- S. Raj, S. Fernandes, A. Michel, S. K. Jha. Towards AI-driven Predictive Modeling of Gas Turbines Using Big Data. In **AIAA** Propulsion and Energy 2019.
- S. Jha, S. Raj, S.L. Fernandes, S.K. Jha, S. Jha, G. Verma, B. Jalaian, A. Swami, Attribution-driven Causal Analysis for Detection of Adversarial Examples. In SafeML Workshop at **ICLR** 2019.
- 2018 L. L. Pullum, C. Steed, A. Ramanathan, and S. K. Jha, “Mathematically Rigorous Verification and Validation of Scientific Machine Learning,” in DOE ASCR Workshop on Scientific Machine Learning, 2018.

Grants and Contracts: Total of \$4.2M since 2014.

1/1/2023 – 1/1/2027	DARPA/University of Central Florida Principal Investigator on the UTSA proposal – credit 100% \$990,797 DARPA notified UCF of the technical selection of the proposal.
9/1/2022 – 8/31/2024	Department of Energy/University of Central Florida, Robust Explanations using Diverse Adversarially Trained Ensembles, Multi-Modal Contrastive Learning, and Attribution- based Confidence Metrics Principal Investigator on the UTSA proposal – credit 100% \$160,000 DOE publicly announced the award.
10/1/2021 – 9/30/2023	Oak Ridge National Laboratory, Explainable High-Confidence Models for Dynamical Systems Principal Investigator on the UTSA proposal – credit 100% \$200,000 The federal agency approved our proposal; a sub-award is being negotiated.
4/1/2021 – 3/31/2024	ONR Office of Naval Research Science of AI Program, Predictive Maintenance using Neural ODEs, Deep Koopman and Attribution Analysis PANDA, Principal Investigator – credit 100% \$260,000
2/1/2020 – 2/1/2024	DARPA GARD Program, Attributions and Learning Dynamics based Adaptive Defense and Robustness Metric (ALARM), Principal Investigator – credit 100% \$983,694 (Phase 1 and Phase 2 approved; Phase 3 will be decided in Summer 2022) Transferred to Dr. Rickard Ewetz at UCF after award and a smaller sub-award to UTSA negotiated.
11/01/2019 – 12/31/2020	Florida High-Tech Corridor Council, “FHTCC: Automated Design of Adversarial Fingerprints and Robust Fingerprint Detection Algorithms: Extensions to Facial Recognition and Verifying Identity via Automated Synthesis of Patterns of Life Queries,” Principal Investigator – credit 100% \$51,747.00 Relinquished on move to UTSA.
01/08/2019 – 01/18/2021	Royal Bank of Canada, “Automated Design of Adversarial Fingerprints and Robust Fingerprint Detection Algorithms:

	Extensions to Facial Recognition and Verifying Identity via Automated Synthesis of Patterns of Life Queries,” Principal Investigator – credit 100% \$155,249.00 Relinquished on move to UTSA.
1/10/2019 – 12/09/2020	* * Principal Investigator – credit 100% *
1/07/2018 – 12/31/2019	Florida Center for Cybersecurity Collaborative Cybersecurity Research at Florida SUS Institutions Principal Investigator – credit 100% \$74,838
10/01/2018 – 09/30/2022	National Science Foundation, “SPX: Collaborative Research: Automated Synthesis of Extreme-Scale Computing Systems Using Non-Volatile Memory,” Scalable Parallelism in the Extreme, Principal Investigator – credit 100% \$1 million. Lead PI on a \$1 million collaborative project with SUNY; UCF’s share was \$500,000.
06/01/2016 – 05/31/2019	Air Force Office of Scientific Research, “FASTER: Formal methods-based computer-Aided Synthesis of STochastic inEXact in-memoRy computing systems,” Principal Investigator – credit 100% \$360,000
03/19/2018 – 05/15/2019	Royal Bank of Canada, “Automated Design of Adversarial Fingerprints and Robust Fingerprint Detection Algorithms,” Principal Investigator – credit 100% \$49,657.00
02/19/2015 – 02/19/2016	Royal Bank of Canada, “Design and Validation of Cyber-security Applications for Mobile Banking Platforms,” Principal Investigator – credit 100% \$50,067.00
01/01/2015 – 11/30/2015	UT-Battelle, LLC – Oak Ridge National Laboratory (ORNL), “Algorithmic Validation of Clustering, Classification, and Anomaly Detection Algorithms using Information Theoretic Measures and Bayesian Statistics,” Principal Investigator – credit 100% \$99,994.00
08/01/2014 – 07/31/2016	National Science Foundation, “XPS: EXPL: FP: Collaborative Research: Formal methods based algorithmic synthesis of more-

than-Moore nano-crossbars for extreme-scale computing,”
Exploiting Parallelism and Scalability (XPS) Program, (including
REU supplement) Principal Investigator – credit 100%
\$231,035.00

08/01/2014 – 07/31/2017 National Science Foundation, “SHF: Small: Exascale Formal
Verification Algorithms for Parameterized Probabilistic Models of
Complex Computational Systems,” (including REU supplement) PI
– credit 100%
\$503,627.00

Teaching Experience

Spring 2022	Special Topics: Trust in AI (graduate class, about 8 students, median assessment of teaching 5.0/5.0)
Spring 2021	Analysis of Algorithms (core graduate class, about 22 students, COVID-19)
Spring 2020	Design & Analysis of Algorithms (core graduate class, about 50 students, COVID-19)
Fall 2018	Design & Analysis of Algorithms (core graduate class, 44 students, overall assessment of instructor 4.12/5.00)
Fall 2018	Design & Analysis of Algorithms (core graduate class, 59 students, overall assessment of instructor 4.07/5.00)
Spring 2018	Design & Analysis of Algorithms (core graduate class, 62 students, overall assessment of instructor 4.28/5.00)
Fall 2016	Design & Analysis of Algorithms (core graduate class, 45 students, overall assessment of instructor 4.17/5.00)
Fall 2015	Design & Analysis of Algorithms (core graduate class, 57 students, overall assessment of instructor 4.32/5.00)
Fall 2014	Design & Analysis of Algorithms (core graduate class, 43 students, overall assessment of instructor 4.00/5.00)
Spring 2014	Design & Analysis of Algorithms (core graduate class, 31 students, overall assessment of instructor 4.30/5.00)
Fall 2013	Design & Analysis of Algorithms (core graduate class, 28 students, overall assessment of instructor 4.33/5.00)
Spring 2013	Special Topics (newly developed 6000-level graduate class, 9 students, overall assessment of instructor 4.67/5.00)

Fall 2012	Design & Analysis of Algorithms (core graduate class, 54 students, overall assessment of instructor 4.06/5.00)
	Computer Science II (193 students, overall assessment of instructor 3.98/5.00)
Spring 2011	Discrete Structures II (61 students, overall assessment of instructor 4.67/5.00)
Fall 2010	Computer Science II (17 students, overall assessment of instructor 4.50/5.00)

Post-doctoral Alumni

2023 – 2024	Priyanka (PhD from Indian Inst of Technology, Hyderabad, starting 1/23)
2021 – 2022	Sumit Tetarave (PhD from Indian Institute of Technology, Patna)
2020 – 2020	Sunny Raj (Tenure-track Assistant Professor at Oakland University, MI)
2018 – 2020	Steven Fernandes (Tenure-track Assistant Professor at Creighton University, Omaha, NE)

PhD Graduates

2016 – 2020	Mesut Ozdag (Visiting Assistant Professor at the University of Central Florida, Orlando)
2016 – 2020	Sunny Raj (Tenure-track Assistant Professor at Oakland University, MI)
2016 – 2019	James Pyrich (CEO)
2016 – 2019	Arfeen Khalid (AI Scientist, Comcast)
2015 – 2019	Dwaipayan Chakraborty (Oak Ridge National Laboratory and Tenure-track assistant professor at Rowan University, NJ)
2014 – 2019	Amad Ul Hassen (Research management at SUPARCO, Pakistan)
2014 – 2018	Alvaro Velasquez (National Science Foundation Graduate Research Fellow; joined Air Force Research Lab Information Directorate as permanent Research Scientist.)
2012 – 2018	Emily Sassano (National Science Foundation Graduate Research Fellow)
2011 – 2016	Faraz Hussain (Graduate Research Excellence Fellow; Tenure-track assistant professor at Clarkson University, New York.)

MS Thesis Graduates

2018 – 2019	Junshuai Feng
2018 – 2019	Yuan Shao
2017 – 2018	Anagha Sivakumar
2016 – 2017	Andy Michel (Senior Engineer, F-35 Tactical Environment Simulation, Lockheed Martin, Orlando)

2015 – 2016 Arya Pourtabatabaie (Manager of Cybersecurity at the Royal Bank of Canada Innovation Lab, Orlando)

Undergraduate Advisees

2018 – 2019 Bernardin Dezius, Marcelino Galarza, Serra Abak (NSF REU)

2017 – 2018 Bernardin Dezius, Marcelino Galarza, Dena Alawi (NSF REU)

2016 – 2017 Angel Nunez (CECS Office of Diversity RAMA student)

2015 – 2016 Howell Remington (URE – Energy award extension from Duke Energy in Summer 2016)

2015 – 2016 Ryan Gonyon (Office of Undergraduate Research OUR Award 2015)

Summer 2015 Nauman Javed (California Institute of Technology, Now MD/PhD student at Harvard Medical School)

2015 – 2016 Zubir Husein (NSF REU)

2014 – 2015 Vincenzo Marconi

2013 – 2014 Alvaro Velasquez (UCF Outstanding Thesis Award 2015)

2013 – 2014 Elias Davis (EXCEL Advisee)

2012 – 2013 Michael Poplavski

2012 – 2013 Jordan Dubique

2011 – 2013 Daniel Vivas-Garcia (RAMP Advisee)

Invited Talks and Invitation-only Meetings (2011 – current)

2022 DoE ASCR Workshop on Visualization, January 2022.
 DARPA PI Meeting, GARD Program April 2022
 ONR Science of AI PI Meeting, April 2022

2021 DARPA PI Meeting, GARD Program, September 2021.
 DoE National Nuclear Security Agency (NNSA) Workshop on AI, April 2021.
 ONR PI Meeting, Science of AI Program, April 2021.

2020 DARPA PI Meeting, GARD Program, September 2021.
 ONR PI Meeting, Science of AI Program, April 2020.

2016 Invited Speaker at the SRC (Semiconductor Research Corporation) Workshop on EDA/BDA (Electronic and Biological Design Automation) Interaction Roadmap at Newcastle University, Newcastle upon Tyne, England, August 19-20, 2016.

- 2014 “Verifying Parameterized Software Models in Computational Data Science against Behavioral Specifications,” Invited Talk at the Numerical Software Verification (NSV) Workshop, Vienna Summer of Logic, Vienna, Austria, July 2014.
- 2013 “Formal methods for analyzing epidemiological models,” Invited Talk at the Data Analytics, Verification and Validation Approaches for Epidemiological Models mini-symposium, Society of Industrial and Applied Mathematics (SIAM), Southeastern Atlantic Section meeting organized jointly by Oak Ridge National Laboratory and University of Tennessee, Knoxville, March 2013.
- “Validation and Parameter Discovery for Stochastic Computational Models from Behavioral Specifications,” Invited Talk at the Computer Science Department Colloquium, University of Colorado, Boulder, January 2013.
- 2012 “Exascale Algorithms for synthesizing parameters of stochastic computational models from qualitative and semi-quantitative specifications,” Invited Talk at the 20th High Performance Computing Symposium (HPC) March 2012.
- 2010 “Statistical Model Checking and Parameter Discovery for Biological Pathways,” Invited Talk at the BioPathways SIG meeting held in conjunction with the Intelligent Systems for Molecular Biology (ISMB), July 2010.

Service to the University

- 2022 Graduate Advisor of Record (chair) for the CS MS program at the University of Texas at San Antonio.
- University Faculty Awards Selection Committee at the University of Texas at San Antonio.
- Chair of the Computer Science Faculty Search Committee, Data-Driven Intelligence.
- Chair of the Computer Science Faculty Search Committee, Cybersecurity.
- Chair of the Computer Science Faculty Search Committee, Systems.
- 2021 Graduate Advisor of Record (chair) for the CS MS program at the University of Texas at San Antonio.
- 2020 Served on the Academic Review Committee for CS Department at the University of Texas at San Antonio.
- 2020 Elected as Senator to the Faculty Senate at University of Central Florida.
- 2018 Member, Computer Science Faculty Search Committee
- Member, Computer Science Graduate Committee
- Member, MS Thesis Committee of Saichandesh Gurramkonda

- Member, Doctoral Dissertation Committee of John Singleton
 Member, Doctoral Dissertation Committee of Yuyan Bao
- 2016 Senator, University of Central Florida Faculty Senate
 Member, Computer Science Faculty Search Committee
 Member, Genomics & Bioinformatics Faculty Search Committee
- 2015 Computer Science Graduate Committee
 Member, Computer Science Faculty Search Committee
 Member, Big Data Faculty Search Committee for the Mathematics Department
 Student Society Advisor, Knights Cricket Club
 Member, MS Thesis Committee of Joshua Burbridge
 Member, Doctoral Dissertation Committee of Rizwan Ashraf
- 2014 Mentor, EXCEL Program (advised Davis Elias, moved to Pfizer R&D, Cambridge)
 Student Society Advisor, Knights Cricket Club
 College of Engineering & Computer Science Representative on the University Admissions and Standards Committee
 Member, MS Thesis Committee of Rouhollah Rahmatizadeh
 Member, Doctoral Dissertation Committee of Soumyabrata Dey
 Member, Doctoral Dissertation Committee of Aditya Reddy Kolli
 Member, Doctoral Dissertation Committee of Amir R. Zamir
 Member, Doctoral Dissertation Committee of Saptarshi Debroy
- 2013 Student Society Advisor, Knights Cricket Club
 Member, Computer Science Undergraduate Senior Design Committee
 Mentor, Jordan Dubique BS'2013 (admitted to the MD program at the University of Pittsburgh Medical Center)
 Member, Doctoral Dissertation Committee of Berkan Solmaz
- 2012 Student Society Advisor, Knights Cricket Club and Billiards Club
 Mentor, RAMP Program (advised Hispanic student Daniel Vivas Garcia, BS'2013)
 Member, Doctoral Dissertation Committee of Mohammad Zubair Ahmad
 Member, Doctoral Dissertation Committee of Yuan Li

Service to the Profession

- 2022 Reviewer, National Science Foundation
Reviewer, Department of Energy (DoE) AI Program
Program Track Chair, IEEE ICCD 2022
Reviewer, AAAI 2022
Reviewer, ECCV 2022
Reviewer, NeurIPS Demonstration Track 2022
- 2021 Reviewer, National Science Foundation CAREER
Reviewer, National Science Foundation
Reviewer, Open Educational Resources (OER) Course Development and Implementation Grant Program, Texas Higher Education Coordinating Board
- 2020 Reviewer, National Science Foundation
Reviewer, Department of Energy
Program Chair, IEEE ICCABS 2020
- 2019 Reviewer, National Science Foundation
Program Committee, BioKDD 2019
- 2018 Reviewer, Swiss National Science Foundation
Reviewer, National Science Foundation
Reviewer, National Science Foundation
Program Committee, IEEE International Conference on Computational Advances in Bio and Medical Sciences (ICCABS)
- 2017 Reviewer, National Science Foundation
Reviewer, Air Force Office of Scientific Research
Program Committee, IEEE International Conference on Computational Advances in Bio and Medical Sciences (ICCABS)
- 2016 Reviewer, National Science Foundation Cyber-Physical Systems Program
Reviewer, National Science Foundation Software & Hardware Foundations Program
Reviewer, Air Force Office of Scientific Research
Program Committee, IEEE International Conference on Computational Advances in Bio and Medical Sciences (ICCABS), Atlanta, GA
Program Committee, Hybrid Systems Biology, Grenoble, France

- Program Committee (Algorithms track), International Conference on Contemporary Computing, Noida, India
- 2015 Program Committee, IEEE International Conference on Computational Advances in Bio and Medical Sciences (ICCABS), Miami, FL
- Program Committee, IEEE International Symposium on Signal Processing and Information Technology, Noida, India
- Program Committee, International Workshop on Synthesis of Complex Parameters, London, UK
- Chair, IEEE Computer Society Orlando Chapter
- Member, IEEE P1012 Working Group for the System and Software Verification and Validation Standard
- 2014 Program Committee, IEEE International Conference on Computational Advances in Bio and Medical Sciences (ICCABS), Miami, FL
- Program Committee, IEEE International Symposium on Signal Processing and Information Technology, Noida, India
- Member, IEEE P1012 Working Group for the System and Software Verification and Validation Standard
- Chair, IEEE Computer Society Orlando Chapter
- 2013 Program Committee, ORNL Biomedical Science and Engineering Center, Knoxville, TN
- Program Committee, ASE/IEEE International Conference on Biomedical Computing (BIOMEDCOM), Washington, D.C
- Program Committee, IEEE International Conference on Computational Advances in Bio and Medical Sciences (ICCABS), New Orleans, LA
- 2012 Local Arrangements Co-chair and Program Committee, ACM International Conference on Bioinformatics, Computational Biology and Biomedicine, Orlando, FL
- Program Committee, ASE/IEEE International Conference on Biomedical Computing (BIOMEDCOM), Washington, D.C
- Program Committee, IEEE International Conference on Computational Advances in Bio and Medical Sciences (ICCABS), Las Vegas, NV
- 2011 Program Committee, Constraints in Formal Verification (CFV) co-located with ICCAD 2011, San Jose, CA

Commercialization and Technology Transfer Efforts

- 2021 Edison U Ortiz, Mohammad Abuzar Shaikh, Margaret Inez Salter, Sarah Rachel Waigh Yean Wilkinson, Arya Pourtabatabaie, Iustina-miruna Vintila, Steven Fernandes, Sumit Kumar Jha, "Systems and methods for dynamic passphrases," Patent published June 10, 2021. Assignee: **Royal Bank of Canada**
- 2018 Alvaro Velasquez* and Sumit Kumar Jha, "3-D Crossbar Architecture for Fast Energy-Efficient In-Memory Computing of Graph Transitive Closure," Provisional patent filed on 31 July, 2017. Full patent filed on 31 July 2018.
- 2017 Sumit Kumar Jha and Christopher James Langmead, Stochastic computational model parameter synthesis system, Patent Grant US 9,558,300 B2, Patent granted January 31 2017, Assignee: Carnegie Mellon University and the University of Central Florida Research Foundation, Inc.
- 2016 Sumit Kumar Jha, Dilia E. Rodriguez, Joseph E. van Nostrand, and Alvaro Velasquez*, Computation of Boolean Formulas Using Sneak Paths in Crossbar Computing, Patent Grant US 9,319,047 B2, Assignee: The University of Central Florida Research Foundation, Inc. Provisional Patent filed by the **US Air Force Research Laboratory**. Granted: April 19, 2016.
- 2010 Krishna Mehra, Sriram K. Rajamani, Aravinda P. Sistla, and Sumit Kumar Jha, Object relational map verification system, Patent Grant US7702695 B2, granted 20 Apr 2010, Assignee: **Microsoft Corporation**.

THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
Academic Policy and Student Affairs Committee

June 15, 2023

Subject: FIU Embrace Education Program Renewal Application to the Center for Students with Unique Abilities

Proposed Committee Action:

Recommend to the Florida International University Board of Trustees approval of the FIU Embrace Education Program Renewal Application to the Center for Students with Unique Abilities.

Background Information:

The Florida International University (FIU) Embrace Education Program is a three-year, non-credit, certificate-inclusive Florida Postsecondary Comprehensive Transition Program (FPCTP) for students between the ages of 18-28 with intellectual disabilities. The goal of the program is to prepare students for competitive, integrated employment and independent living in the community.

Florida Statute (FS 1004.6495, Section (6)(a)¹ requires the FPCTP approval process include the institution's governing board. Thus, the FIU Board of Trustees must vote on approval of the application prior to submission for approval by the Chancellor of the State University System.

Supporting Documentation: Executive Summary: FIU Embrace Education Program Renewal Application

Facilitator/Presenter: Elizabeth M. Bejar

¹ Florida Postsecondary Comprehensive Transition Program Act (FS 1004.6495)

(6) *INSTITUTION ELIGIBILITY AND RESPONSIBILITIES.*—

(a) *To offer an FPCTP, the president or executive director of an eligible institution, as applicable, must submit to the center, by a date established by the center, the following:*

1. *An application for approval of a comprehensive transition program proposed by the eligible institution, which must be approved by the institution's governing board...*

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
FIU EMBRACE EDUCATION PROGRAM**

EXECUTIVE SUMMARY

Florida Postsecondary Comprehensive Transition Program (FPCTP) Renewal Application (FS 1004.6495)

The Higher Education Act of 1965 Part D ([The Higher Education Act of 1965](#)) and the Florida Postsecondary Comprehensive Transition Program Act (the Florida Act) [FS 1004.6495](#) established the need for higher education institutions to provide postsecondary education opportunities for students with intellectual disabilities. Moreover, the Florida Act expanded independent living, inclusive and experiential postsecondary education and employment opportunities for students with intellectual disabilities. The Florida law also established the [Center for Students with Unique Abilities](#) (the Center) at the University of Central Florida as the statewide coordination center and charges the Center with oversight of the FPCTP application and approval process, student and program scholarship awards, accountability, and program renewal requirements.

For programs to be approved by the Center, the FPCTP must first gain approval through FIU's Board of Trustees and the State University System Chancellor. The eventual approval by the Center will afford the program students access to Title IV Financial Aid funds.

FIU Embrace is seeking approval from the Board of Trustees to submit a renewal application to the Chancellor of the State University System for approval prior to submission to the Center for Students with Unique Abilities for FPCTP designation.

FIU Embrace Program overview

The FIU Embrace Education program is a three-year, non-credit, certificate-inclusive postsecondary comprehensive transition program for students ages 18-28 with intellectual disabilities. The goal of the program is to prepare students for competitive, integrated employment and independent living in the community. The program provides access to and opportunities for participation in a variety of activities through a system of support provided by faculty, academic and social mentors, an employment liaison, university-based resources, and other key project personnel who work directly with students to ensure that individual and program goals are met.

The program of study is designed around skill development in five (5) transition domains: 1) Career Development & Employment; 2) Campus & Community

Engagement; 3) Self-Determination; 4) Independent Living; and 5) Academic Enrichment. Students must complete twelve (12) courses: three (3) University Core Curriculum (i.e., general education) classes, all classes in the selected area of specialization (e.g., hospitality operations, health and nutrition, allied health, digital communication, and computer technology); and elective courses. Students can earn digital credentials/badges and industry certifications in their area of specialization. In addition to these courses, students are required to participate in work-based learning opportunities and various seminars which are aimed at refining independent living skills. Upon successful completion of all components of the program, a certificate of completion is issued by FIU's Continuing Education Department.

Program Components			
Program Component	Year 1	Year 2	Year 3
Academic courses (total of 12)	Fall – 2 classes Spring – 2 classes Summer – 1 class	Fall – 2 classes Spring – 2 classes Summer – 1 class	Fall – 1 class Spring – 1 class Summer – 1 class
Volunteer hours	20 hours/semester	20 hours (at least 10 must be off campus)/semester	Suggested
Faculty Mentor meeting	1 hr./week Not available during summer	1 hr./week Not available during summer	1 hr./week Not available during summer
Academic Mentor Meeting	2-3 hrs./week	2-3 hrs./week	2-3 hrs./week
Social Mentor Meeting	1 hr./week	1 hr./week	1 hr./week
Job Shadowing	Fall - None Spring – 5-9 hrs./week Summer – Not available	Fall – 10-14 hrs./week Spring – 10-14 hrs./week Summer – Not available	Not available
Internship	Not eligible	Not eligible	Semester – 15-20 hrs./week Summer – Not available
Dorm experience	None; eligible to apply for Year 2	Available for qualified students	Available for qualified students
Student Clubs	At least 1 club	At least 1 club	At least 1 club
Independent Living Skills Seminars	3 times per week	3 times per week	3 times per week
Residential Seminars	Not eligible	3 times per week (only for students in the dorms)	3 times per week (only for students in the dorms)
Peer Mentor	Assigned to freshman - 1hr./week	Not available	Not available
Physical activity	Suggest at least 1 activity/week	Suggest at least 1 activity/week	Suggest at least 1 activity/week
Conference/Travel	Not eligible	Eligible	Eligible

THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
Academic Policy and Student Affairs Committee

June 15, 2023

Subject: Proposed Amendment to Regulation FIU-105 Sexual Harassment (Title IX) and Sexual Misconduct

Proposed Committee Action:

Recommend to the Florida International University Board of Trustees the approval of the amendment of Regulation FIU-105 Sexual Harassment (Title IX) and Sexual Misconduct, and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors (BOG) and as a result of the regulation-making process.

Background information:

The proposed amendments include changes to the Title IX Coordinators, the addition of FIU's centralized reporting page: <https://report.fiu.edu>, and language from the 2020 Title IX Regulations that has been struck by a federal court and deemed unenforceable by the United States Department of Education has been removed and replaced with compliant language.

Florida Board of Governors Regulation 1.001(5)(a), University Board of Trustees Powers and Duties, provides, in relevant part, that each boards of trustees shall provide for the establishment of "the personnel program for all the employees of the university, including ... standards for performance and conduct,... disciplinary actions, complaints, appeals and grievance procedures, and separation and termination from employment."

Florida Board of Governors Regulation 1.001(3) (G)O provides, in relevant part, that each board of trustees is authorized to promulgate university regulations in accordance with the Regulation Development Procedures adopted by the Board of Governors; and each board of trustees shall be responsible for campus safety and emergency preparedness, to include safety and security measures for university personnel, students and campus visitors.

Florida Board of Governors Regulation 6.0105(8), entitled Student Conduct and Discipline, in relevant part requires university Boards of Trustees to incorporate minimum standards into any process that evaluates whether a student is responsible for sexual misconduct, gender-based discrimination, sexual harassment, sexual assault, dating violence, domestic violence, or stalking.

Supporting Documentation: Regulation FIU-105 Sexual Harassment (Title IX) and Sexual Misconduct

Facilitator/Presenter: Elizabeth M. Bejar

**THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES FLORIDA
BOARD OF GOVERNORS**

NOTICE OF AMENDMENT TO REGULATION

REGULATION NO.: FIU-105

REGULATION TITLE: Sexual Harassment (Title IX) and Sexual Misconduct

SUMMARY: The proposed modifications include changes to the Title IX Coordinators, the addition of FIU's centralized reporting page: <https://report.fiu.edu>, and language from the 2020 Title IX Regulations that has been struck by a federal court and deemed unenforceable by the United States Department of Education has been removed and replaced with compliant language.

TEXT OF REGULATION: The full text of the Proposed Amendment to Regulation can be viewed below and on the website of The Florida International University Board of Trustees, <http://regulations.fiu.edu>. If you would like a copy of the proposed Regulation, please contact Eli Deville, Departmental Administrator, Office of the General Counsel, devillee@fiu.edu, 305.348.2103.

AUTHORITY: Board of Governors Regulation 1.001(5)(a).

NAME OF PERSON INITIATING PROPOSED REGULATION:

Dr. Elizabeth Bejar, Provost, Executive Vice President and Chief Operating Officer

ANY PERSON SEEKING TO COMMENT ON THE PROPOSED AMENDMENT TO REGULATION MUST SUBMIT COMMENTS IN WRITING TO THE CONTACT PERSON LISTED BELOW. ALL WRITTEN COMMENTS MUST BE RECEIVED BY THE CONTACT PERSON WITHIN 14 CALENDAR DAYS OF THE DATE OF PUBLICATION OF THIS NOTICE.

THE CONTACT PERSON REGARDING THIS REGULATION IS:

Eli Deville, Departmental Administrator, Office of the General Counsel, Florida International University, 11200 SW 8th Street, PC 511, Miami, FL 33199
Email: devillee@fiu.edu | Phone: 305.348.2103 | Fax: 305.348.3272

DATE OF PUBLICATION: May 15, 2023

THE FULL TEXT OF THE PROPOSED REGULATION IS PROVIDED BELOW:

FIU-105 Sexual Harassment (Title IX) and Sexual Misconduct

I. POLICY STATEMENT

Florida International University (the University) is committed to encouraging and sustaining a learning and living environment that is free from discrimination based on sex including gender, gender expression, gender identity, and sexual orientation. Discrimination based on sex encompasses Sexual Misconduct, Sexual Harassment, Gender-Based Harassment, Domestic Violence, Dating Violence, and/or Stalking. The University has developed this regulation applicable to the entire University Community (i.e., students, student organizations, faculty, staff, affiliated third parties, and visitors) prohibiting discrimination based on sex consistent with Title IX of the Education Amendments of 1972 (Title IX), relevant provisions of the Violence against Women Reauthorization Act of 2013 (VAWA), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), along with all applicable implementing regulations, and other applicable federal and state laws.

The University has identified two areas that are under the purview of this Regulation: Sexual Harassment as defined by Title IX and Sexual Misconduct. Sexual Harassment applies to alleged harassment, violence, and/or prohibited discrimination that occurs in a University education program or activity in the United States. This refers to locations, events, or circumstances over which the University had substantial control over both the Respondent and the context in which such incidents occurred, and also includes buildings owned by or controlled by a student organization that is officially recognized by the University. Sexual Misconduct applies to alleged harassment, violence, and/or prohibited discrimination that occurs in or outside a University education program or activity regardless of location. Nothing in this Regulation shall be construed as preventing the University President from taking any action which may be deemed necessary to meet the goals of this Regulation. The President may change the outcome and/or sanctions for any matter under the jurisdiction of this Regulation as outlined in Section XV.

All members of the University community are expected to conduct themselves in a manner that does not infringe upon the rights of others and is consistent with this regulation. The Regulation is not meant to inhibit or prohibit educational content or discussions protected by academic freedom or the First Amendment, the Fifth and Fourteenth Amendments, or any other rights guaranteed by the U.S. Constitution.

The University emphasizes the importance of treating Complainants and Respondents equitably upon receipt of a Formal Complaint. There is a presumption the Respondent is Not Responsible for the alleged conduct until Final Agency Action.

II. TITLE IX COORDINATORS

The *Title IX Coordinator* is:

- knowledgeable and trained in University policies and procedures and relevant state and federal laws;
- responsible for coordinating the effective implementation of Supportive Measures;
- responsible for responding to concerns raised by the Deputy Title IX Coordinator(s), University Police, or Responsible Employees;

- responsible for overseeing investigations of alleged violations of this Regulation;
- responsible for ensuring the effective implementation of this Regulation, including monitoring compliance with all procedural requirements, recordkeeping, and timeframes;
- responsible for overseeing training, prevention, education efforts, and periodic reviews of climate and culture; and
- responsible for maintaining all reports of possible violations of this Regulation and reviews such reports and complaints for systemic patterns that need to be addressed.

The University's Title IX Coordinator is:

Ryan Kelley
Office of Civil Rights Compliance and Accessibility (CRCA)

Office number: 305-348-2785

Email: oeer@ryan.kelleya@fiu.edu

Address: 11200 S.W. 8th Street, PC 220
 Miami, FL 33199

The Title IX Coordinator has designated Deputy Title IX Coordinators to assist in fulfilling the Title IX Coordinator duties. The Deputy Title IX Coordinators are:

- Jacqueline Moise-Gibbs, Assistant Director, Office of Civil Rights Compliance and Accessibility (CRCA), 11200 S.W. 8th Street, PC 220, Miami, FL 33199
Phone: 305-348-2785
Email: jmoisegi@fiu.edu
- Heidi Louisy, Ph.D. ~~Interim~~ Director, Employee & Labor Relations (ELR), 11200 S.W. 8th Street, PC 236, Miami, FL 33199
~~Office number~~Phone: 305-348-4186, PC 236
~~email~~Email: elr@fiu.edu
- Kevin Kendrick-, PhEd.D. ~~Sr~~Senior- Associate Athletic Director, University Compliance, Ocean Bank Convocation Center, Room 154, 11200 S.W. 8th Street, PC 236, Miami, FL 33199
~~Office number~~Phone: 305-348-2843, ~~Ocean Bank Convocation Center 154~~
~~email~~Email: kevin.kendrick@fiu.edu
- ~~Michelle Horvath~~Devin Parra, Assistant Dean of Students-, Student Conduct and Academic Integrity (SCAI), 11200 S.W. 8th Street, GC 311, Miami, FL 33199
~~Office number~~Phone: 305-348-3939, GC 311
~~email~~Email: mhorvathdmparra@fiu.edu

The Title IX Coordinator, Deputy Title IX Coordinators, investigators, Hearing Officer(s), and the Hearing Body are properly trained based on their roles. Training includes what constitutes Sexual Misconduct and Sexual Harassment, the scope of the University's education programs and activities, how this Regulation is implemented, how to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially including by avoiding pre-judgment of the facts at issue, conflicts of interest and bias, any technology to be used at a live hearing, issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual

predisposition or prior sexual behavior are not relevant, and relevance to create an investigative report that fairly summarizes relevant evidence.

The Title IX Coordinator, investigators, and Hearing Officer(s), and Hearing Body will be free of actual or reasonably perceived conflicts of interest and biases for or against any party.

Concerns about the University's application of this Regulation may be addressed to the following offices below and/or to the Deputy Title IX Coordinators listed above.

FIU Office of University Compliance and Integrity

(305) 348-2216

Email: compliance@fiu.edu

U.S. Equal Employment Opportunity Commission

(800) 669-4000

U.S. Department of Education, Office of Civil Rights

(800) 421-3481

III. DEFINITIONS

Actual knowledge – Verbal or written notice of Sexual Harassment or Sexual Misconduct or allegations of Sexual Harassment or Sexual Misconduct to the Title IX Coordinator or Responsible Employee.

Advisor - Any person chosen by the Complainant or Respondent to assist throughout the Sexual Harassment or Sexual Misconduct process (e.g., faculty, staff, parent/guardian, attorney, friend, alumni, or any other person who is not a Witness in the process).

Appellate Officer - The ~~Chief Senior Vice President for Academic and~~ Student Affairs Officer or designee for student Respondents or the Vice President for Human Resources or designee for non-student Respondents.

Business Day - A day when the University is open for regular business operations from 8:30 am to 5:00 pm Eastern Time. For emailed correspondence, the day of delivery is not included in a designated time period. In computing any time period specified in this Regulation, the day of the event, act, or default that initiates the period shall be excluded.

Complainant - Any individual who is alleged to be a victim of conduct that could constitute behavior prohibited by this Regulation.

Consent - A clear, knowing, and voluntary agreement to engage in specific sexual activity at the time of the activity. Consent can be communicated by words or actions as long as those words or actions create mutually understandable permission regarding willingness to engage in (and the conditions of) sexual activity. Consent must be ongoing throughout the sexual activity and can be withdrawn at any time. Sexual contact must cease immediately once withdrawal of consent is clearly communicated.

- Consent must be active, not passive.
- Lack of protest or resistance does not mean consent has been granted, nor does silence

mean consent has been granted.

- Within each sexual encounter, there may be separate individual sexual acts involved, and consent to one act and/or person(s) by itself does not constitute consent to another act and/or person(s).
- The existence of a dating relationship between the persons involved, or the fact of past sexual relations, should never, by itself, be assumed to be an indicator of consent for any current or future sexual encounter even in the context of a relationship, there must be mutual consent.
- If coercion or force is used, there is no consent.
- If a person is incapacitated so that the person cannot understand the fact, nature or extent of the sexual situation, there is no consent. This may be affected by conditions due to age, alcohol or drug consumption, unconsciousness, being asleep, physical or developmental disabilities.
- Whether one has taken advantage of a position of influence over another can be a factor in determining whether there was consent.
- In order to give consent, one must be of legal age.
- The question of what the Respondent should have known as to whether the Complainant was incapacitated is objectively based on what a reasonable person, sober and/or exercising good judgment, would have known about the condition of the Complainant.

Deputy Title IX Coordinator – The Deputy Title IX Coordinator is an individual(s) designated by the Title IX Coordinator to support the Title IX Coordinator with respect to the University's efforts to comply with this Regulation.

Final Agency Action - Notice that the University has made a final determination and, as such, may be appealed to an external judicial forum.

Formal Complaint – A document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment or Sexual Misconduct against a Respondent and requesting an investigation of alleged Sexual Harassment or Sexual Misconduct.

- A document filed by a Complainant means a document or electronic submission that contains the Complainant's physical or electronic signature or otherwise indicates the Complainant is the person filing the complaint.

Hearing Body – Members of the University community responsible for determining the merits and sanctions of alleged conduct violating this Regulation. The Hearing Body for Sexual Harassment and Sexual Misconduct shall consist of a University Official or panel of University Officials except, if requested by a student Respondent and no objection is raised by the Complainant, a Hearing Body may be comprised of at least one-half of students.

Hearing Officer – The University official responsible for chairing the Hearing Body. The Hearing Officer will not be the same person as the Title IX Coordinator or investigator.

Impact Statement – An oral or written statement that describes how the Complainant or Respondent is impacted by the alleged conduct.

Incapacitation – Incapacitation is the inability, temporarily or permanently, to give Consent because the

individual is mentally and/or physically helpless, or the individual is unconscious, asleep, or otherwise unaware that the sexual activity is occurring.

Interim Suspension or Administrative Leave – An immediate separation or leave from the University.

Responsible Employee – Any employee with authority to institute corrective measures; who has been given the duty of reporting incidents of Sexual Harassment or Sexual Misconduct or any other misconduct by students or employees to the Title IX Coordinator or other appropriate University designee; or an individual who a student or employee could reasonably believe has this authority or responsibility.

Student employees are only Responsible Employees if they are employed in the following positions:

- Graduate Teaching Assistants and Graduate Research Assistants;
- The Athletics Department; or
- Housing and Residential Life.

The definition of Responsible Employee does not absolve anyone with the knowledge of or reason to suspect child abuse, abandonment, or neglect of the responsibility to report such relevant information to the Department of Children and Families in accordance with FIU Policy #140.130 Mandatory Reporting of Child Abuse, Abandonment and Neglect.

Obstruction – Any action, individually or working with others, which the Respondent knew or should have known would impede an investigation by the University into possible violations of this Regulation committed by the Respondent, including, but not limited to, failing to participate in a University investigation or grievance process if not the Respondent, making false statement or submitting false information during the grievance process, or destroying potentially relevant evidence.

Preponderance of the Evidence – Based on the evidence provided, it is more likely than not that the actions alleged occurred. Grievance proceedings are conducted to take into account the totality of all evidence available from all relevant sources. The burden of proof rests with the University.

Reporting Party - Any person (excluding the Complainant) who reports an alleged violation of the FIU 105 Regulation.

Respondent - Any individual or group, including student organization, who has been accused of violating this Regulation.

Retaliation – Any words or behavior made to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by this Regulation, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Regulation. Retaliation may be committed by the Respondent, the Complainant, the Reporting Party, or any other individual or group of individuals.

Sexual Harassment – Conduct on the basis of sex which occurs in the United States in a University activity or program that satisfies one or more of the following:

- An employee, including faculty, staff, or contractor, conditioning the provision of aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity;
- Sexual Assault is defined as penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration (regardless of whether it includes penetration) by a sex organ of another person, without the consent of the Complainant. Attempts or assaults to commit Sexual Assault are also included; however, statutory Sexual Assault and incest are excluded;
- Dating Violence which means violence committed by a person (i) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (ii) where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship;
- Domestic Violence is defined as violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim or by any other person against an adult or youth victim; or
- Stalking defined as a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.

Sexual Misconduct – Conduct, regardless of geographic location, that includes:

- *Coercion* - Conduct, intimidation, and/or express or implied threats of physical, emotional, financial, or any other type of harm that would reasonably place an individual in fear of immediate or future harm and that is employed to force or compel someone to engage in sexual contact or any other type of involuntary conduct, especially conduct which would endanger or be detrimental to the Complainant. Examples of Coercion include:
 - Causing the deliberate incapacitation of another person;
 - Conditioning an academic benefit or employment advantage;
 - Threatening to harm oneself if the other party does not engage in sexual contact; or
 - Threatening to disclose an individual's sexual orientation, gender identity, gender expression, or other personal or sensitive information if the other party does not engage in the sexual contact or takes actions involuntarily.
- *Domestic Violence* - violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim or by any other person against an adult or youth victim.
- *Dating Violence* - violence committed by a person (i) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (ii) where the existence

of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

- *Gender-based Harassment* - harassment based on gender, sexual orientation, gender identity, or gender expression, including acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve contact of a sexual nature.
- *Non-Consensual Sexual Touching* – any sexual touching without consent. Sexual touching is any intentional touching of a person’s body, including the breasts, buttocks, groin, genitals, or other intimate parts. Touching may be over or under clothing and may include the Respondent touching the Complainant, the Respondent making the Complainant touch the Respondent or another person, or the Respondent making the Complainant touch the Complainant’s own body.
- *Obscene or Indecent Behavior*
 - i. Exposure of one’s sexual organs or the display of sexual behavior that would reasonably be obscene or indecent to others. Other forms of obscene or indecent behavior include sexual exhibitionism, engaging in prostitution, or the facilitation or solicitation of a prostitute.
 - ii. Observing another individual’s nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved.
 - iii. Recording, photographing, transmitting, showing, viewing, streaming, or distributing intimate or sexual images, audio recordings, or sexual information of another person in any form without the knowledge and Consent of all parties involved.
 - iv. Publishing a sexually explicit image of a person that contains or conveys the personal identification or information of the depicted person to an internet website, text, email, and/or social media without the depicted person’s Consent.
- *Revenge Porn* - to publish a sexually explicit image of a person, including any depiction that contains or conveys the personal identification or information of the depicted person by any electronic, digital or other means, including to an internet website, by text, by email, and/or by or through social media without the depicted person’s Consent.
- *Sex-based Harassment* – any unwelcome sexual advance, request for sexual favors, and/or other verbal or physical conduct of a sexual nature:
 - i. Submission to, or rejection of, such conduct is made implicitly or explicitly a term or condition of a person’s instruction, academic standing, or participation in any University program, activity, or benefit;
 - ii. Submission to, or rejection of, such conduct by an individual is used as a basis for academic or work evaluation;
 - iii. Such conduct creates a hostile environment. A hostile environment exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the University’s educational, and/or campus-residential experience when viewed both from a reasonable person in similar circumstances and the person in question.

- *Sexual Assault* – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration (regardless of whether it includes penetration) by a sex organ of another person, without the consent of the Complainant. Attempts or assaults to commit Sexual Assault are also included; however, statutory Sexual Assault and incest are excluded
- *Sexual Coercion* – the act of using pressure or force to have sexual contact with someone who has already refused.
- *Sexual Exploitation* - Knowingly or recklessly transmitting a sexually transmitted disease or sexually transmitted infection (such as HIV) to another individual without the knowledge and consent of the person exposed.
- *Stalking* - A course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.

Supportive Measures – Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge, to the Complainant or Respondent. The Title IX Coordinator is responsible for coordinating effective implementation of Supportive Measures.

Title IX – refers to Title IX of the Educational Amendments of 1972, and applicable implementing regulations, which protects people from sex and gender discrimination in educational programs and activities at institutions that receive federal financial assistance. Title IX covers more than athletics and sexual assault, it addresses concerns relating to discrimination on the basis of sex or gender in all aspects of the educational process, including in the areas of recruitment, admissions, and counseling; financial assistance; the needs of pregnant and parenting community members, discipline; and employment.

Title IX Coordinator –The individual University official with the primary responsibility for coordinating the University’s compliance with Title IX.

University Community - Any student, faculty, staff, other person currently employed by the University, or working on University premises, or any participant in a University program or activity regardless of the location of the program or activity.

Violation of Supportive Measure(s): Failure to comply with a Supportive Measure(s) imposed pursuant to this Regulation.

IV. JURISDICTION

Jurisdiction applies to University educational program or activities, including locations, events, or circumstances over which the University exercised substantial control over both the respondent and the context in which the harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the University. For Sexual Misconduct matters, jurisdiction applies to respondents who are members of the University community regardless of location.

V. OPTIONS FOR SEEKING CONFIDENTIAL ASSISTANCE AND/OR MAKING A

REPORT OF A POTENTIAL VIOLATION

The University is committed to providing options through multiple contact points across campus that are broadly accessible to all University community members to address a potential violation of this Regulation. Anyone may seek confidential assistance and/or make a report to the University on behalf of themselves or others. It is important to understand the differences between these two options.

Seeking confidential assistance means talking about the alleged violation with a professional who cannot share the information with anyone else without the express permission from the person sharing the information unless there is a threat of serious harm to the person sharing the information and/or to others and/or there is a legal obligation to reveal such information (e.g., suspected abuse or neglect of a minor or vulnerable adult). Any individual may choose to seek support from confidential professionals on and/or off campus, including the staff at the University Victim Empowerment Program, the counselors at the University Counseling and Psychological Services Center, medical health providers, clergy, and/or rape crisis counselors (as noted in the chart below). The confidential resource will provide help in addressing the incident to the extent possible and in accordance with the person's desires. Seeking confidential assistance does not prevent an individual from making a Formal Complaint at a later date. The chart below provides a graphical representation of the differences between the options.

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THERE IS A DIFFERENCE BETWEEN “SEEKING CONFIDENTIAL ASSISTANCE” AND “MAKING A REPORT TO THE UNIVERSITY.” IT IS IMPORTANT TO UNDERSTAND WHAT WILL HAPPEN DEPENDING UPON WHICH ACTION YOU CHOOSE.

CONFIDENTIAL ASSISTANCE*

Means talking about the situation with a professional who cannot share the information with anyone else, getting help figuring out what can be done according to your wishes, and helping with the options you choose, including if you decide to make a report to the University.

*There are certain legal limitations to confidentiality which will be explained to you at the beginning of any contact.



CONTACT:



On-campus professionals who can provide Confidential Assistance:

Victim Empowerment Program

24 hour crisis: 305-348-2277

MMC: SHC 270

vep.fiu.edu

Counseling & Psychological Services (CAPS)

MMC: SHC 270, 305-348-2277

BBC: WUC 320, 305-919-5305

caps.fiu.edu

Student Health Services

MMC: SHC, 305-348-3336

BBC: SHC, 305-919-5620

Office of Employee Assistance

MMC: 305-348-2469 • BBC: ACII 246B

MAKING A REPORT TO THE UNIVERSITY

Means University Officials must take appropriate action



CONTACT:



Title IX Coordinator

Deputy Title IX Coordinators

Mandatory Reporters

Campus Security Authorities

Dean of Students

Student Conduct and Academic Integrity (SCAI) Staff

Faculty

Police



**Off-campus professionals
who can provide Confidential Assistance:**

**Roxcy Bolton Rape Treatment Center at
Jackson Memorial Hospital**

305-585-5185

1611 N.W. 12th Avenue, Miami, FL 33136

<http://www.jacksonhealth.org/services-rape-treatment.asp>

**Florida Council Against Sexual Violence
Information Line**

1-888-956-RAPE

Florida Domestic Violence Hotline

1-800-500-1119; Florida Relay 711

Florida Victim Assistance

1-800-266-6667

**Miami Coordinated Victim Assistance Center
(CVAC)**

305-285-5900

Any licensed mental health professional can
provide **Confidential Assistance**



**University Officials to contact for
Making a Report to the University**

Ryan Kelley, J.D.

Title IX Coordinator

Office of Civil Rights Compliance and Accessibility
(OCRCA)

Phone: 305-348-2785 | Email: ryan.kelley@fiu.edu

Primera Casa 220

Jacqueline Moise Gibbs

Deputy Title IX Coordinator

Office of Civil Rights Compliance and Accessibility
(OCRCA)

Phone: 305-348-2785 | Email: jmoisegi@fiu.edu

Primera Casa 220

Heidi Louisy, Ph.D.

Director, Employee & Labor Relations (ELR)

Phone: 305-348-4186 | Email: elr@fiu.edu

Primera Casa 236

Kevin Kendrick, Ph.D.

Sr. Associate Athletic Director,

University Compliance

Phone: 305-348-2843

Email: kevin.kendrick@fiu.edu

Ocean Bank Convocation Center 154

Devin Parra

Assistant Dean of Students

Student Conduct and Academic Integrity

Phone: 305-348-3939

Email: dmparra@fiu.edu

Graham Center 311



OR REPORT ONLINE:



FIU Central Reporting Page provides a
method to report on alleged violations of FIU-
105 online:

<https://report.fiu.edu>

Silent Witness Form provides a method to
report on an anonymous basis to the FIU
Police Department:

http://police.fiu.edu/Silent_Witness.php

FIU Ethical Panther Line provides a method
to report anonymously to the University
Compliance Office:

<https://fiu-i-sight.com>

All other employees not designated as confidential resources or Responsible Employees will safeguard an individual's privacy, but are strongly encouraged to share any information about such conduct with the Title IX Coordinator or Deputy Title IX Coordinator(s) in recognition of the understanding that centralized reporting is an important tool to address, end and prevent prohibited conduct. Similarly, all students (who are not otherwise required to report as a Responsible Employee are strongly encouraged to report any information, including reports or partial reports, to the Title IX Coordinator or Deputy Title IX Coordinator(s). Reports can be submitted online via <https://report.fiu.edu>.

Reports of conduct believed to be prohibited by this Regulation (or that left unchecked may rise to the level of prohibited Sexual Misconduct or Sexual Harassment) are encouraged even if the reporter is not sure that the conduct violates this Regulation or does not want the University to take action against a Respondent. The University will make every effort to respect a Reporting Party's autonomy if that is the Reporting Party's desire. Making a report to the University does not mean that the Reporting Party cannot also seek confidential assistance.

VI. SUPPORTIVE MEASURES

When an informal or Formal Complaint is received, the Title IX Coordinator or designee, in consultation with other appropriate administrators, will make an assessment of any risk of harm to the parties, any other individuals, or the broader University community. The University may impose reasonable and appropriate supportive measures when necessary to protect the safety and/or emotional well-being of the parties or witnesses involved and/or to provide academic or other appropriate support. Implementing any supportive measures is within the sole discretion of the University. Because they are temporary in nature, interim protective measures may be amended or withdrawn as additional information is gathered. The Title IX Coordinator or designee, in consultation with other administrators, will maintain consistent contact with the parties so that all safety and/or emotional well-being concerns can be reasonably addressed.

Supportive measures may be afforded to the Complainant, the Reporting Party, the Respondent, and/or other involved individuals as appropriate to ensure their safety and/or well-being. Supportive measures may be requested by the parties at any time regardless of whether any particular course of action is sought by the Complainant while avoiding punishing the Respondent prior to the conclusion of the grievance process. The range of Supportive Measures includes, but is not limited to:

- Arranging for medical services
- Access to counseling services either provided by the University and/or through community resources
- Providing crisis intervention, case management, emotional and/or practical support, and/or safety planning through the Victim Empowerment Program for students and through the Office of Employee Assistance for faculty and staff
- Imposition of a University "No-Contact Directive" for all or some of the parties involved in the incident
- Rescheduling of exams and assignments
- Providing alternative course completion options
- Change in class schedule, including the ability to drop a course without penalty or to

transfer sections

- Change in work schedule or job assignment
- Change in campus housing assignment
- Assistance from University support staff in completing housing relocation, if feasible
- Voluntary leave of absence from work in accordance with University policies
- Providing an escort to assure safe movement between classes and activities
- Providing academic support services, such as tutoring
- University-imposed leave or suspension for the Respondent.
- Any other feasible measure(s), which can be tailored to the involved individuals to achieve the goals of this Regulation.

All individuals are encouraged to report concerns about the adequacy of the Supportive Measures or the failure of another individual to abide by any Supportive Measure to the Title IX Coordinator or designee. Any violation of a Supportive Measure will be investigated and adjudicated under this Regulation.

VII. ADVISORS

During the grievance process, the Complainant and Respondent may have an advisor of their choice accompany them to any related meeting or proceeding. Advisors have no active role in any meetings or the grievance process except as explicitly provided in this Regulation. Meetings or proceedings may not be unreasonably delayed due to the selection or schedule of an Advisor, and it is the responsibility of the Complainant or Respondent to communicate relevant information to their Advisor and ensure that their Advisor comports themselves in a manner which respects this educational-administrative process. After an appropriate warning, the University reserves the right to stop a meeting or proceeding and remove an Advisor whose presence disrupts the meeting or proceedings, and then begin the meeting or proceedings without the Advisor. During a hearing held pursuant to this Regulation, an advisor will be provided by the University for cross-examination purposes only if the Complainant or Respondent does not already have an Advisor.

VIII. FORMAL COMPLAINTS

A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or electronic mail using the contact information listed for the Title IX Coordinator above. [A Formal Complaint may also be filed through conduct.fiu.edu or https://fiu.i-sight.com/portal/idea_](#)

If the Complainant files a Formal Complaint, the University will analyze whether it is to be dismissed. This analysis occurs prior to the investigation, and at any point in the investigation or grievance process when the grounds for dismissal appear. In all cases, if the Formal Complaint is dismissed, the Title IX Coordinator will promptly and simultaneously provide the parties written notice of the dismissal, the reasons for the dismissal, and an opportunity to appeal.

Mandatory Dismissal of Formal Complaints of Sexual Harassment

The University must dismiss a Formal Complaint of Sexual Harassment to the extent the conduct alleged in the Formal Complaint:

- Would not constitute Sexual Harassment even if proved;
- Did not occur in the University's education program or activity; or
- Did not occur in the United States.

At the time a Formal Complainant is filed, a Complainant must be participating in or attempting to participate in a University educational program or activity. Even though a Formal Complaint must be dismissed for Sexual Harassment (Title IX) purposes, the University may continue to review the allegations as Sexual Misconduct or other violation of the University's regulations, rules, and policies.

Permissible Dismissal of Formal Complaints of Sexual Harassment or Sexual Misconduct

The University may dismiss a Formal Complaint in the following circumstances:

- The conduct would not constitute Sexual Misconduct even if proved;
- Upon completion of the investigation, the Title IX Coordinator concludes that there is not reasonable cause to believe that a violation of this Regulation occurred. Reasonable cause is a lower standard than preponderance of the evidence;
- The Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
- The Respondent is no longer enrolled or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

In determining whether to dismiss in these circumstances, the University will evaluate whether a dismissal would be clearly unreasonable in light of the known circumstances.

If dismissed, the University may continue to review the allegations as a violation of other University regulations, rules, and policies.

Consolidation of Formal Complainants

The Title IX Coordinator, Director of Student Conduct and Academic Integrity or the Director of Employee and Labor Relations or designee(s) may consolidate Formal Complaints against more than one (1) Respondent, or by more than one (1) Complainant against one (1) or more Respondents, or by one Party against another Party where the allegations arise out of the same facts or circumstances.

IX. INTERIM SUSPENSION AND ADMINISTRATIVE LEAVE

The University may remove a Respondent from some or all of the University's programs and activities or employment on an interim basis if it determines there is an immediate threat to the health, safety, or welfare of the University or University Community arising from allegations of violations of this Regulation. Prior to placing a Respondent on Interim Suspension or Administrative Leave, the University will conduct an individualized safety and risk analysis.

If a Respondent is removed pursuant to this section, the University will provide the Respondent with written notice and an opportunity to challenge the removal. The Respondent will have three (3) Business Days from the date of the notice of Interim Suspension or Administrative Leave to

challenge the decision, in writing, stating the basis of their challenge to the removal. A copy of the challenge to the Interim Suspension or Administrative Leave will be provided to the Complainant. No later than three (3) Business Days after receipt of the challenge, the University will provide a written determination to the Respondent and Complainant.

If Interim Suspension or Administrative Leave is upheld, the Respondent retains all rights to an investigation and hearing as set forth in this Regulation prior to any ultimate finding of responsibility and sanctions.

X. INVESTIGATION OF FORMAL COMPLAINTS

Criminal Investigations

To initiate a criminal investigation, reports of Sexual Misconduct or Sexual Harassment should be made to the University Police Department, or local law enforcement. The criminal process is separate from this grievance process and the Rules of Civil or Criminal Procedure do not apply. The University has an obligation to promptly respond to allegations of Sexual Misconduct or Sexual Harassment and investigate all Formal Complaints while the criminal process is pending. Therefore, the University in its sole discretion may proceed with an investigation under this Regulation before, during, or after any law enforcement investigation or criminal proceedings.

Notice of Allegation

Upon receipt of a Formal Complaint, the Title IX Coordinator or designee will provide the Complainant and Respondent with written notice stating:

- this Regulation and other applicable Regulations or policies;
- the allegations of Sexual Harassment or Sexual Misconduct including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved if known, the alleged conduct constituting Sexual Harassment or Sexual Misconduct, and the date and location of the alleged incident if known;
- the Respondent is presumed Not Responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process;
- the parties may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence;
- any provision of the Student Conduct and Honor Code or applicable regulations, policies, or procedures that prohibits knowingly making false statements or knowingly submitting false information during the grievance process; and
- an appointment date and time where they will, separately, meet with the Title IX Coordinator for an information session to discuss the grievance process, supportive measures, and any other concerns a party may have. Each party will be provided with at least fourteen (14) Business Days between receipt of the Notice of Allegation and the date of the initial interview except in cases of emergency or where waived by the party.

If, in the course of an investigation, the University decides to investigate allegations about the Complainant or Respondent that are not included in the original Notice of Investigation, the University will provide notice of the additional allegations to the parties.

Timeline for Investigation and Responsibility Determination

It is the University's intention to complete a Title IX investigation and reach a determination of responsibility within ninety (90) Business Days, although good-faith efforts to conduct a fair, impartial investigation in a timely manner may require a different timeline depending on the circumstances.

Any deadline set forth in this Regulation or imposed during the grievance process may be temporarily modified or given a limited extension of time for good cause with written notice to the Complainant and the Respondent of the delay or extension and the reasons for the modification. Good cause may include considerations such as the absence of a party, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

The University may act on its own in modifying deadlines, or the parties may request an extension in writing by contacting the Title IX Coordinator, Director of Student Conduct and Academic Integrity or Director of Employee Labor Relations or designee(s) as applicable.

Appointment of an Investigator

The Title IX Coordinator may designate one or more properly trained individuals to investigate a Formal Complaint, including University or third-party investigators.

In the event of a conflict or bias, the University will appoint an alternate individual so that the process is free of conflicts of interest and bias.

Concurrent Processes

If the Respondent is a student and portions of the Formal Complaint include allegations that violate the Student Conduct and Honor Code but are not alleged violations of this Regulation, those allegations may be investigated and/or addressed separately by Student Conduct and Academic Integrity before, during, or after the investigation coordinated by the Title IX Coordinator described herein.

Similarly, if the Respondent is an employee or member of the University Community and portions of the Formal Complaint include allegations that violate University regulations, policies, and procedures applicable to personnel, but are not alleged violations of this Regulation, then those allegations may be investigated and/or addressed separately by Human Resources before, during, or after the investigation coordinated by the Title IX Coordinator described herein.

The Collection of Evidence

Investigators will gather information from the Complainant, Respondent, and other individuals who have information relevant to the Formal Complaint. The parties will have an equal opportunity to present facts and evidence, identify witnesses, and other inculpatory and exculpatory evidence. The investigator may also interview relevant third parties who, throughout the course of the investigation, are determined to have information that may assist in the review

of the formal complaint. The investigator has the discretion to determine the relevance of any witnesses provided by either party, and will determine which witnesses to interview. The investigator will not consider relevant any witnesses who are offered solely for the purpose of providing evidence of a party's character. If a party declines to provide relevant information, the University's ability to conduct a prompt, thorough, and equitable investigation may be impaired.

The University will provide to a party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews at least seven (7) Business Days prior to the investigative meetings, or other meetings except in cases of emergency or unless waived by the Respondent.

Exclusion of Certain Forms of Evidence

The University cannot access, consider, disclose, or otherwise use a party's records that contain information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

If a party chooses to provide evidence that would otherwise be excluded under this subsection, it will be considered directly related evidence subject to the parties' inspection.

Review of Collected Evidence & Investigatory Report

The Title IX Coordinator, Director of Student Conduct and Academic Integrity, or Director of Employee and Labor Relations, or designee as appropriate will provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. Prior to completion of the investigative report, the University must send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will be given at least ten (10) Business Days to submit a written response. The investigator will consider any written responses prior to completion of the investigative report.

The University will also make all directly related evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

The Title IX Coordinator or designee will send the parties and their advisors the final investigative report that fairly summarizes relevant evidence, with at least 10 (ten) Business Days prior to a hearing or determination of responsibility.

XI. INFORMAL RESOLUTION

If a Formal Complaint has been filed, the University has the discretion at any time prior to reaching a determination regarding responsibility to choose to offer and facilitate informal resolution options so long as the parties give voluntary, informed written consent to attempt

informal resolution. Informal resolution is not available when a Complainant is a student alleging that a University employee has engaged in Sexual Harassment or Sexual Misconduct.

In offering an informal resolution process, the University will provide the parties written notice disclosing the allegations, the requirements of the informal resolution process including the circumstances under which, upon reaching an agreed resolution, it precludes the parties from resuming a formal complaint arising from the same allegations; provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint. The University will also explain any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

The Informal Resolution process must be completed within fifteen (15) Business Days of the parties agreeing to pursue such a process. If not completed by that deadline, in the absence of any approved extensions, the Formal Complaint will continue to be investigated and processed for a live hearing as described in this Regulation.

XII. HEARINGS

The Hearing Process

Live hearings may be conducted with all parties physically present in the same geographic location or with any (or all) parties, witnesses, and other participants appearing virtually utilizing technology that enables participants to simultaneously see and hear each other. At the request of either party, the University will provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decision-makers and parties to simultaneously see and hear the party or the witness answering questions.

At the live hearing, the Hearing Officer will explain each Party's rights and options and assure that fairness and procedural due process are observed throughout the hearing. The Hearing Officer will permit each party's Advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor. Only relevant cross-examination and other questions may be asked of a party or witness. To ensure this, before a Complainant, Respondent, or witness answers a cross-examination or other question, the Hearing Officer will first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Consent.

~~If a party or witness does not submit to cross examination at the live hearing, the Hearing Officer and Hearing Body will not rely on any statement of that party or witness in reaching a determination regarding responsibility. The Hearing Office and Hearing Body will not draw an~~

~~inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.~~
Any pParty or wWitness may choose not to offer evidence and/or answer questions at the hearing, either because they do not attend the hearing, or because they attend but refuse to participate in some or all questioning. The ~~Decision-makers~~Hearing Body ~~can~~may- only rely on whatever relevant evidence is available through the investigation and hearing in making the ultimate determination of rResponsibility. The Hearing Body must objectively evaluate the information available and avoid credibility determinations based on a person's status as a Complainant, Respondent, or Witness. The ~~Decision-makers~~Hearing Body may not draw any inference solely from a pParty's or wWitness's absence from the hearing, ~~or~~ refusal to submit to cross-examination, or answer other questions.

The University will create an audio or audiovisual recording, or transcript, of any live hearing. Live hearings will be closed to the public.

The Written Determination Regarding Responsibility

The University will provide a written determination regarding the Respondent's responsibility simultaneously to the Parties within fourteen (14) Business Days from the conclusion of the hearing. The Decision-Maker will also provide a copy of the written determination to the Title IX Coordinator. Unless an appeal is filed, this written determination shall constitute Final Agency Action. The written determination regarding responsibility will include the following:

- Identification of the allegations potentially constituting Sexual Misconduct or Sexual Harassment;
- A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the University's regulations to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the University imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the Complainant (without disclosing the nature of those remedies except to the extent a remedy also imposes requirements on the Respondent); and
- The grounds for appeal.

XIII. DISCIPLINARY SANCTIONS

In reaching a determination regarding sanctions, consideration will be given to any aggravating and mitigating circumstances. The sanctions described below are a description of the range of sanctions available, and not an exhaustive list of all sanctions that may be imposed.

Student Conduct and Academic Integrity will oversee disciplinary sanctions for students and student organizations. Students or student organizations who are found to have violated this Regulation will be subject to disciplinary sanctions as set forth in the Student Conduct and Honor Code, Regulation FIU-2501. Any sanctions will be proportionate to the severity of the

violation and the student's cumulative conduct history. Sanctions include, but are not limited to, reprimand, educational sanctions, counseling assessment, restitution, disciplinary probation, restrictions, exclusion from university housing, suspension, loss of university recognition, or expulsion.

Human Resources will oversee disciplinary sanctions for non-students. Faculty and staff who are found to have violated this Regulation will be subject to disciplinary action pursuant to applicable collective bargaining agreements or applicable personnel regulation, policies, or procedures. Sanctions include, but are not limited to letters of reprimand, training, performance improvement plans, reassignment, demotion, suspension with or without pay, and termination. Third parties (including contractors and visitors) who are found to have violated this Regulation may be barred from the campus and/or conducting business with the University.

XIV. REMEDIES

In some cases, the Hearing Official or Hearing Panel may find that remedies are needed for a Complainant when a Respondent is found responsible for violating this Regulation. Remedies are designed to restore or preserve the Complainant's equal access to the University's education program or activities. As an example of the range of remedies available, remedies may include similar individualized services as defined in Supportive Measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent. Remedies do not include damages or other financial awards, or other relief that would impose an undue hardship on the University.

The Title IX Coordinator is responsible for the effective implementation of any remedies. When a determination indicates that remedies will be offered to the Complainant, the Complainant should contact the Title IX Coordinator to arrange for appropriate remedies.

XV. PROCESS OF PRESIDENTIAL REVIEW

The President will notify the Appellate Officer within three (3) Business Days of notification of a disciplinary outcome if he/she wishes to review the underlying disciplinary matter. This review will serve as the appeal process for the Respondent and Complainant. Any other appeal process will immediately cease.

No later than one (1) Business Day after the President notifies the Appellate Officer, the Appellate Officer shall notify the Respondent and Complainant of the President's decision to review the underlying disciplinary matter including sanctions. The Respondent and Complainant may provide the President with any information (including any documents supporting an appeal if not previously submitted) within three (3) Business Days of the Appellate Officer's notification.

The President may only consider the information previously provided in this disciplinary matter, any appeals submitted by the Respondent and Complainant, and any information that meets the grounds for appeal as outlined in Section XVI.

The President shall issue a written decision, including the results of the appeal and rationale, to the Respondent, Complainant, Appellate Officer, and Title IX Coordinator within fourteen (14)

Business Days of notification of a disciplinary outcome. The President's decision constitutes Final Agency Action and will include notice of the Respondent's right to appeal to an external judicial forum.

XVI. APPEALS

Both parties will be notified and provided with the opportunity to appeal a determination or dismissal based on the following grounds only:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility was made, that could affect the outcome of the matter;
- The Title IX Coordinator, investigator(s), or Hearing Official had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; or
- The sanctions are extraordinarily disproportionate to the violation committed.

An appeal must be submitted in writing to the Appellate Officer within seven (7) Business Days of the date of the Hearing Official or Hearing Body's written determination and identify the grounds and arguments for challenging the outcome. If the appeal is based on newly discovered evidence, the evidence must be submitted with the written appeal.

Upon receipt of an appeal, the University will notify the other party in writing when an appeal is filed and provide them with seven (7) Business Days to submit a written statement in support of or challenging the outcome.

After both parties have had an opportunity to present their arguments challenging or supporting the outcome, the Appellate Officer will issue a written decision within fourteen (14) Business Days simultaneously to both Parties with the result of the appeal and the rationale. The Appellate Officer will also provide a copy of the appellate decision to the Title IX Coordinator. The University's decision shall constitute Final Agency Action.

XVII. PRIVACY AND CONFIDENTIALITY

The University will keep information and actions taken in accordance with this Regulation confidential to the extent possible under the law, meaning it will only disclose information to individuals with a legitimate need to know in order to review, investigate, and resolve reports of Sexual Misconduct or Sexual Harassment, or as permitted or required by law.

The University may release information about Sexual Misconduct or Sexual Harassment in certain circumstances without permission in order to warn and protect the University Community.

XVIII. RETALIATION AND OBSTRUCTION

Retaliation and Obstruction are prohibited during any portion of the grievance process. If a member of the University community believes that Retaliation or Obstruction may have been taken against them or others, they should report the behavior to the Title IX Coordinator or investigator. The situation will be reviewed and a response will be provided to the employee or

student who alleged the Retaliation or Obstruction. Charging an individual with a violation for making a materially false statement in bad faith in the grievance process under this Regulation does not constitute Retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith. Exercising any rights secured by the First Amendment does not constitute Retaliation.

Specific Authority: Board of Governors Regulation 1.001 (5)(a). History-- Formerly FIU-104 (repealed) and FIU-103 (repealed). New April 15, 2015, Amended June 8, 2018, Amended 8-13-20, Amended 10-30-20, Amended 3-3-21, Amended 3-4-22, Amended xxx.

THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
Academic Policy and Student Affairs Committee
June 15, 2023

Subject: Proposed Amendment to Regulation FIU-2501 Student Conduct and Honor Code

Proposed Committee Action:

Recommend that the Florida International University Board of Trustees approve the revisions to Regulation FIU-2501 Student Conduct and Honor Code, and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors.

Background information:

Florida Board of Governors Regulations 1.001(4)(a)(10), University Board of Trustees Powers and Duties, and 6.0105, Student Conduct and Discipline, grant university boards of Trustees authority to establish a student disciplinary system, including a code of conduct.

Florida Board of Governors Regulation 1.001(4)(a)(10), states, in part, as follows: “Each board of trustees shall adopt university regulations or policies, as appropriate, in areas including, but not limited to: ... uniform student code of conduct and related penalties.”

Florida Board of Governors Regulation 6.0105 states, in part, as follows: “In furtherance of the educational mission of the universities, each university board of trustees shall establish a student disciplinary system, including a code of conduct...”

The following points summarize the substantive changes being proposed:

1. Updates required by the Florida Board of Governors based on their 2022-2023 review of all SUS codes of conduct. Their response to FIU highlighted the need to: allow the accused student to present information at proceedings; include rights of the alleged victim (i.e., complainant); include that all information be objectively evaluated.
2. Removal of the Presidential Review process, which better aligns with our peers within the SUS and best practice by the Association for Student Conduct Administration (ASCA).
3. Updates to the academic integrity sections that align with current practice and case trends (e.g., expanded use of automated tools, plagiarism).
4. Updates to the behavioral misconduct sections that align with current practice and case trends (e.g., pets, vaping, sanctioning restrictions).

Other edits relate to updated departmental names, position titles, website links, renumbering, and scrivener’s errors. Per the regulation, all presented edits have been approved by the Faculty Senate and have allowed for student input.

Supporting Documentation: Regulation FIU-2501 Student Conduct and Honor Code

Facilitator/Presenter: Elizabeth M. Bejar

**THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES
FLORIDA BOARD OF GOVERNORS**

NOTICE OF PROPOSED AMENDMENT TO REGULATION

REGULATION NO.: FIU-2501

REGULATION TITLE: Student Conduct and Honor Code

SUMMARY: Proposed changes to Regulation 2501 include permitting the accused student to present information at proceedings, rights of the alleged victim, and explicitly stating all information be objectively evaluated based on Florida Board of Governors review of all SUS codes of conduct; removal of the Presidential Review process, which better aligns with our peers within the SUS and best practice by the Association for Student Conduct Administration (ASCA); updates to academic integrity that align with current practice and case trends (e.g., expanded use of automated tools, plagiarism); and updates to behavioral misconduct that align with current practice and case trends (e.g., pets, vaping, sanctioning restrictions); and other edits related to departmental names, position titles, website links, renumbering, and scrivener's errors.

TEXT OF REGULATION: The full text of the Proposed Regulation can be viewed below and on the website of The Florida International University Board of Trustees, <http://regulations.fiu.edu>. If you would like a copy of the Proposed Regulation, please contact Eli Deville, Departmental Administrator, Office of the General Counsel at 305.348.2103.

AUTHORITY: Article IX, section 7(d), Florida Constitution; Florida Board of Governors 1.001; Florida Board of Governors Regulation 6.010; and Florida Board of Governors Regulation 6.0105.

NAME OF PERSON INITIATING PROPOSED REGULATION:

Dr. Elizabeth Bejar, Provost, Executive Vice President and Chief Operating Officer

ANY PERSON SEEKING TO COMMENT ON THE PROPOSED REGULATION MUST SUBMIT COMMENTS IN WRITING TO THE CONTACT PERSON LISTED BELOW. ALL WRITTEN COMMENTS MUST BE RECEIVED BY THE CONTACT PERSON WITHIN 14 CALENDAR DAYS OF THE DATE OF PUBLICATION OF THIS NOTICE.

CONTACT PERSON REGARDING THE PROPOSED REGULATION:

Eli Deville, Departmental Administrator, Office of the General Counsel
Florida International University, 11200 SW 8 Street, PC 511, Miami, FL 33199
Email: devillee@fiu.edu | Phone: 305.348.2103 | Fax: 305.348.3272

DATE OF PUBLICATION: May 15, 2023

THE FULL TEXT OF THE REGULATION IS PROVIDED BELOW.

FIU-2501 Student Conduct and Honor Code

As an academic community, Florida International University (FIU) fosters the intellectual exchange of ideas, knowledge, and experience. It is the responsibility of the University to provide a safe and stimulating environment in which scholarship and personal growth may occur. The desired effect is that Students will take advantage of this environment to develop intellectually as well as to participate as responsible, contributing citizens of our community. Being a contributing Student also comes with responsibility to adhere to the Student Conduct and Honor Code (Code). The ultimate responsibility for knowing University requirements and regulations rests with the Student, regardless of institutional or program affiliation. Nothing in this Regulation should be interpreted to abridge the right of any member of the University community of rights granted under the United States or Florida Constitution and/or any other applicable law including, but not limited to, the freedom of expression protected by the First Amendment. FIU endorses the Board of Governors of the State University System of Florida's Statement of Free Expression to support and encourage full and open discourse and the robust exchange of ideas and perspectives on our campuses. We view this as an integral part of our ability to deliver a high-quality academic experience for our students, engage in meaningful and productive research, and provide valuable public service.

Those charged with and found Responsible for violations of the Code will be subject to appropriate action as outlined herein. For the most updated Code, please refer to the website of Student Conduct and Academic Integrity (SCAI) at conduct.fiu.edu.

Undergraduate, Graduate, and Professional Students at FIU are expected to adhere to the highest standards of integrity in every aspect of their lives. Honesty in academic matters is part of this obligation. Each Student shall be responsible for their conduct from the time that they have been notified of admission through the actual awarding of a degree, including the academic year and during periods between terms of actual enrollment. The Code shall apply to a Student's conduct even if the Student withdraws from the University, while a conduct matter is pending, or if the conduct is not discovered until after a Student has withdrawn or a degree has been awarded.

Academic integrity is the adherence to those special values regarding life and work in an academic community. Code violations may lead to suspension or expulsion from the University if a determination of responsibility has been made. These sanctions will be determined based on severity of incident and prior violations of the Code.

The safety and well-being of our community is the University's foremost concern. It is the policy of the University that acts of harassment and violence will not be tolerated. Any act of intimidation, threat of violence, or act of violence committed against other members of the University when committed within the jurisdiction of the Code is prohibited. Any Student or Student Organization found responsible for a violation of this standard will be subject to discipline up to and including expulsion pursuant to the Code.

Any Sexual Misconduct or Sexual Harassment, as defined pursuant to [Regulation FIU-105-Regulation 105](#), will be handled in accordance with [Regulation FIU-105.FIU-Regulation 105](#).

1. DEFINITIONS

- i. **Academic Misconduct:** Any act or omission by a Student, which violates the concept of academic integrity and undermines the academic mission of the University in violation of the Code.
- ii. **Advisor:** Any person chosen by the Respondent to assist throughout the Student Conduct and/or Academic Misconduct processes (e.g., faculty, staff, parent/guardian, attorney, friend, alumni). The Advisor may not be a Witness or serve in any other role in the current process including investigator, decider of fact, hearing officer, member of a committee or panel convened to hear or decide the charge or any appeal. The advisor may be present to advise the Respondent and may participate in all aspects of the proceeding but shall not testify for the Respondent. Proceedings may not be unreasonably delayed due to the ~~selection of schedule~~scheduling conflicts of an advisor, and it is the responsibility of the Respondent to communicate relevant information to their advisor and to ensure that their advisor comports themselves in a manner which respects the educational-administrative conduct process. After an appropriate warning, the University reserves the right to stop a proceeding and remove an advisor whose presence disrupts the conduct proceedings.
- iii. **Business Day:** A day when the University is open for regular business operations from 8:30 a.m. up to 5:00 p.m. Eastern Standard Time. In computing any time-period specified in this Code, the day of the event, act, or default that initiates the period shall be excluded.
- iv. **Character Witness Statement:** A statement relating to the general character and reputation of the person.
- v. **Charge:** The written statement of the alleged violations of the Code.
- vi. **Complainant:** Any individual who may have been the subject of Harassment, Retaliation, or Stalking by the Respondent regardless of whether the individual makes a report.
- vii. **Coercion:** Conduct, intimidation, and/or expressed or implied threats of physical, emotional, financial, or any other type of harm that would reasonably place an individual in fear of immediate or future harm and that is employed to force or compel someone to engage in any sexual contact or any other type of involuntary conduct not covered by FIU Regulation 105, especially conduct which would endanger or be detrimental to the Complainant. Examples of Coercion include:
 - i. Causing the deliberate Incapacitation (see below for definition) of another person; and
 - ii. Conditioning an academic benefit or employment advantage.
- viii. **Consent:** Incorporated as defined by FIU Regulation 105.
- ix. **Final Agency Action:** The written decision resulting from the Student Conduct and/or Academic Misconduct processes which finally determines the rights or obligations of the Respondent. Decisions of the Hearing Body constitute Final Agency Action unless there is a timely appeal. If a decision is timely appealed, the decision of the appellate body constitutes Final Agency Action.
- x. **Hazing:** Any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a Student for purposes including, but not

limited to, initiation or admission into, affiliation with, or the perpetuation or furtherance of a tradition or ritual of any Student Organization operating under the sanction of the University or other organization or group not officially recognized by the University. Although hazing is typically related to a person's initiation or admission into, or affiliation with a Student Organization, athletic team (intramural, club or intercollegiate), extracurricular activity or any other University group or organization, it is not necessary to have direct proof that a person's initiation or continued membership is contingent upon participation in the activity for a charge of hazing to be upheld. The actions of active, prospective, former, or associate members (pledges) of a Student organization may be considered hazing. Organizational leaders who plan a hazing event will be held Responsible even if not in attendance at an event where the hazing occurs. Hazing does not include customary athletic events or similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective.

- xi. **Hearing Body:** Student Conduct hearings consist of a Hearing Officer (Administrative Hearing) or, if a Student Conduct Committee, two (2) Students, a faculty/staff member, and a non-voting Hearing Officer. Academic Misconduct hearings consist of a Hearing Officer (Administrative Hearing) or, if a Student Conduct Committee, three (3) Students, and two (2) full-time faculty members, and a non-voting Hearing Officer. The Hearing Body is authorized by the ~~Senior Vice President for Academic & Student Affairs~~Chief Student Affairs Officer or designee to conduct Student Conduct hearings as set forth in this Code, and do so in an impartial manner.
- xii. **Hearing Officer:** The SCAI Director, or respective designee(s) who adjudicates the case in an impartial manner. ~~For cases involving academic misconduct, representatives from Housing and Residence Life may not serve as a Hearing Officer.~~
- xiii. **Immediate Medical Assistance:** Aid that includes, but is not ~~be~~ limited to, calling or seeking additional assistance, rendering cardiopulmonary resuscitation (CPR) to a victim, clearing an airway for the victim to breathe, using a defibrillator (AED) to assist the victim, or rendering any other assistance to the victim which the Student intended in good faith to stabilize or improve the victim's condition while waiting for medical assistance or law enforcement to arrive.
- xiv. **Impact Statement:** A statement (oral or in writing) that describes how the Reporting Party or Respondent has been impacted by the incident that is the basis for the Charge.
- xv. **Incapacitation:** Incapacitation is the inability, temporarily or permanently, to give Consent because the individual is mentally and/or physically helpless, or the individual is unconscious, asleep, or otherwise unaware that the activity is occurring.
- xvi. **Instructor:** The Instructor of record for a course in which a violation(s) of Academic Misconduct is alleged.
- xvii. **Interim Suspension:** An immediate temporary (i.e., a limited period of time) separation from the University.

- xviii. **On-Campus Housing:** Such housing owned, controlled, and operated by the University, including privatized housing and sorority and fraternity housing on-campus. ~~to include, but not limited to, the following: Everglades Hall, Lakeview Halls (North & South), Panther Hall, Parkview Hall, University Apartments, and University Towers. On-Campus Housing also includes Bayview Student Living (BBC), or any fraternity or sorority houses located on University Premises.~~
- xix. **Policy:** The written procedures, policies, or regulations of the University (as they may be amended from time to time) as found in, but not limited to, the Florida International University Board of Trustees regulations, the Code, FIU Regulation 105, the Undergraduate/Graduate/Professional Catalogs, the Student Handbook, the University Housing Resident Handbook, and/or Campus Life/Wellness & Recreation Center policies.
- xx. **Preponderance of the Evidence:** When the information that is presented supports a finding that it is more likely than not that a violation occurred.
- xxi. **Receipt of Written Notice:** When Written Notice (see below for definition) has been sent electronically to the official University email address.
- xxii. **Reporting Party:** Any person who reports an alleged violation of the Code.
- xxiii. **Respondent:** A student or student organization charged with violating the Student Conduct and Honor Code.
- xxiv. **SCAI Director:** The Director of Student Conduct and Academic Integrity Academic Integrity (SCAI) or designee.
- xxv. **Student:** Any person who participates in any course or program of the University, either full-time or part-time, in-person or online, and whether degree-seeking or non-degree seeking. Persons who withdraw after allegedly violating the Code, persons who are not officially enrolled at the University for a particular term but who have a continuing relationship with the University, persons who have been notified of being accepted for admission, and persons who are living in the residence halls but are not enrolled at the University are also considered Students.
- xxvi. **Student Organization:** A Student group that is officially registered or recognized by the University, including, but not limited to, political groups, social groups, honor & professional societies, fraternities & sororities, and sport clubs. Membership in a student organization does not affect an individual Student's status with the University or attendance at classes unless the individual Student has been charged and sanctioned independently.
- xxvii. **Title IX Coordinator:** The individual University official with the primary responsibility for coordinating the University's compliance with Title IX. The Deputy Title IX Coordinator is an individual(s) designated by the Title IX Coordinator to support the Title IX Coordinator with respect to the University's efforts to comply with Title IX.
- xxviii. **University:** Florida International University.
- xxix. **University Community:** Any person who is a Student, faculty or staff, any other person currently employed by the University, or third party working on University Premises or within On-Campus Housing (i.e. contractor, vendor), or

- any participant in a University- sponsored program or activity regardless of the location of the program or activity.
- xxx. **University Official:** Any person employed by the University to perform assigned teaching, research, administrative, professional or other responsibilities (e.g., faculty, staff, administrators, residence hall staff, FIU Police).
 - xxxi. **University Premises:** Any building or property owned or controlled by the University within the same reasonably contiguous geographic area and used by the University in direct support of, or in a manner related to, the University's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to that previously described in this paragraph that is owned by the University, but that is controlled by another person, is frequently used by students, and supports University purposes (e.g., a food or other retail vendor). This definition is designed to conform to the Clery Act definition which can be amended from time to time.
 - xxxii. **Witness:** A person(s) who has factual knowledge about the incident which forms the basis of the Charge.
 - xxxiii. **Written Notice:** A notification of the charges against the Respondent sent via email to the Respondent's official University email address. A notification to a Student Organization Respondent sent via email to the official University email address of the Student Organization's President.

2. JURISDICTION

- i. Jurisdiction under the Code applies to the conduct of any Student or Student Organization that while the student meets the definition of "student" as articulated in 1.xxy. and the student organization meets the definition of "student organization" as articulated in 1.yxxvi., regardless of the geographic or electronic location.
- ii. A conduct proceeding is not a criminal or judicial proceeding. It is designed to address the Respondent's behavior. Therefore, alleged violations of the Code will be addressed independently of any criminal or judicial proceeding and regardless of whether the criminal charges have been dismissed or reduced to a lesser offense. In extra-ordinary situations, ~~and~~ or-at the request of external law enforcement or prosecutor's office, the University may delay its application of this Code.
- iii. The Code does not address: Issues related to research misconduct or violations of FIU Regulation 105. Resolutions of issues related to research misconduct must be addressed using the University Research Misconduct policy; or, issues related to professional misconduct. Resolutions of issues related to professional misconduct must be addressed at the school or college level. Violations of FIU Regulation 105 will be ~~addresses~~ addressed in accordance to that Regulation.
- iv. Filing Time: Anyone may report an alleged Code violation within ninety (90) calendar days of the incident or obtaining knowledge about the incident, whichever is later. In addition, the SCAI Director may extend the filing time where the delay may be related to issues of victimization or beyond the control of the University.

- v. Charging Time: The University must charge an alleged Code violation within ninety (90) calendar days of receiving the Incident Report. The SCAI Director may extend the charging time for extraordinary situations (e.g. hurricane, emergency personnel matters).

3. AUTHORITY

- i. The Board of Trustees of Florida International University has been charged with the responsibility of, and authority for, providing a Student conduct system. Authority for Student discipline and the Student conduct system rests with the University President. Although the University President holds the ultimate authority for Student discipline, this authority is delegated to the ~~Senior Vice President for Academic & Student Affairs~~ Chief Student Affairs Officer, who is responsible for implementing the Student disciplinary system. The ~~Senior Vice President for Academic & Student Affairs~~ Chief Student Affairs Officer delegates authority for the execution and implementation of the Code to the SCAI Director.
- ii. The requirements and procedures in the Code may be revised. Those revisions may occur in order to serve the needs of the University Students, faculty and/or staff where safety and security issues so demand. In addition, those revisions may occur in circumstances where, in the University's sole discretion, the requirements and procedures described herein are deemed insufficient to meet the objectives of educating and protecting the members of the University community and/or to respond to changes in the law. ~~Nothing in this Code shall be construed as preventing the University President from taking any action which may be deemed necessary to meet the goals of this Code. In matters involving charges for drug distribution and/or sales (Section 5(i)(2)), endangerment (Section 5(j)), hazing (Section 5(p)), stalking (Section 5(y)), and weapons (Section 5(dd)) the President may change the outcome and/or sanctions to fulfill requirements of the Code as outlined in Section 18.~~
- iii. The Department of Housing and Residential Life (HRL) may conduct both Summary Resolutions and Administrative Hearings regarding cases involving Conduct violations arising in On-Campus Housing. ~~HRL is not authorized to conduct Summary Resolutions and Administrative Hearings regarding cases involving Academic Misconduct violations or Student Conduct Committee Hearings. HRL cases may be referred to SCAI. HRL is not authorized to conduct Student Conduct Committee hearings.~~ HRL is not authorized to conduct Student Conduct Committee Hearings. HRL cases may be referred to SCAI.

4. AMNESTY

- i. Medical Amnesty for Alcohol or Drug Use: The University encourages Students to seek medical assistance, but it recognizes that students may be hesitant to make a call or report when they:
 - i. Need immediate medical assistance due to their own use of alcohol/drugs; or
 - ii. Witness another Student who needs immediate medical assistance due to alcohol/drugs.

Thus, students involved in an incident involving alcohol/drugs will not be

charged under the Code with consumption if:

- i. They render or call for immediate medical assistance for themselves and/or others who have participated in or witnessed the incident;
- ii. The Student calling for immediate medical assistance remains at the scene with the person in need of immediate medical assistance until such assistance arrives and then cooperates with such personnel on the scene; and,
- iii. The student timely completes the appropriate educational intervention for the incident as determined by SCAI. Other charges related to the incident (e.g. alcohol distribution, drug distribution, or other non-alcohol/drug charges) may be determined at the discretion of the SCAI Director.

While student organizations are not eligible for amnesty, calling for medical assistance will be a mitigating factor, while failing to call or removing a person in need of medical assistance will be an aggravating factor at any sanctioning stage.

- ii. Reporting Amnesty: The University encourages Students to report allegations of the Code, including allegations of FIU Regulation 105, but recognizes that students may be hesitant to make a report when they were using alcohol/drugs. Thus, students involved in an incident involving alcohol/drugs will not be charged under the Code with consumption if they are reporting a violation of the Code or FIU Regulation 105. Any other charge(s) related to the incident may be determined at the discretion of the SCAI Director, but the reporting will be a mitigating factor at any sanctioning stage.
- iii. Investigatory Amnesty: As part of an investigatory process, and conditioned on being truthful and providing complete information, a witness or party may be asked to provide information which would self-disclose a Code violation. Without abridging the right of any member of the University community of rights granted under the United States or Florida Constitution and/or any other applicable law including, but not limited to the Fifth Amendment, disclosing a Code violation such as alcohol/drugs use related to an incident being investigated and outlined in the investigation will not be charged under the Code. All other charges related to the incident may be determined at the discretion of the SCAI Director, but additional amnesty may be provided under this provision.
- iv. Hazing Amnesty: A student may not be charged under the Code if the Student establishes that, before medical assistance or law enforcement arrived on the scene of a hazing event, the Student rendered aid to the hazing victim and establishes all of the following: i. the Student was present at an event where, as a result of hazing, a person appeared to be in need of immediate medical assistance; and ii. The Student was the first person to call 911 or FIU Police to report the need for immediate medical assistance; and iii. the Student provided their own name, the address where immediate medical assistance was needed, and a description of the medical issue to the 911 operator or FIU Police at the time of the call; and, iv. the Student remained at the scene with the person in need of immediate medical assistance until such medical assistance or law enforcement arrived and that the Student cooperated with such personnel on the scene.

- v. Recording Amnesty in compliance with section 1004.097 and 1001.03, Florida Statutes: A student may video or audio record a class lecture for their own personal educational use, in connection with a complaint to the University, or as evidence in, or in preparation for a criminal or civil proceeding. A recorded lecture may not be published without the consent of the lecturer.
- vi. Amnesty at the SCAI Director's Discretion: The SCAI Director may grant amnesty from proceedings within the conduct system, contingent on a student providing complete and accurate information during an investigation or conduct proceeding.

5. **CONDUCT VIOLATIONS** The following conduct is prohibited by this Code. These violations are included in each section below and need not be cited separately. Lack of familiarity with University policy is not a defense to a violation of this Code. Unless specifically noted, intent is not a required element to establish a policy violation. Additionally, intoxication or impairment caused by use or consumption of alcohol, drugs, or other substances is not a defense to a violation of this Code. The following conduct violations or any attempt to violate the Code will be used in charging all Students or Student Organizations.

- i. **Any** conduct prohibited by FIU Regulation 105.
- ii. **Assisting:** Any affirmative act which aids, attempts, promotes, conceals, or facilitates any act prohibited by this Code.
- iii. **Attempt:** Attempt or intent to commit any violation outlined in the Code.
- iv. **Alcohol:** Students who choose to drink will be held fully responsible for their behavior while under the influence of alcohol. Loss of control due to intoxication does not excuse or justify a violation of the state law, University Policy, or the rights of others.
 - i. Possession, use and/or consumption of alcohol when under the legal drinking age as provided by Florida Law.
 - ii. Dispensing, selling or supplying alcoholic beverages to an individual who is under the legal drinking age as provided by Florida Law.
 - iii. Any violations of FIU Policy governing alcohol usage. See, Regulation FIU-2505 Alcoholic Beverages.
 - iv. Use and/or possession of beer kegs and party balls or other common sources of alcohol.
 - v. Possession of open containers of alcohol or consumption of alcoholic beverages in public areas, ~~such as~~ including but not limited to-balconies, courtyards or hallways.
 - vi. Public intoxication (e.g., appearing in a state of intoxication) and/or excessive drinking.
 - vii. Use and/or possession of devices designed for the rapid or excessive consumption of alcohol, including, but not limited to, funnels, ice luges, and beer bongs.
 - viii. Hosting or sponsoring a gathering where underage individuals are drinking alcohol.
 - ix. Unlawful manufacture, trade, and/or intent to sell alcohol.

- ~~x.~~ Reporting to classes, work, or related assignments “under the influence” of alcohol.
 - ~~x~~-xi. Control or operation of any mode of transportation while impaired by alcohol.
 - ~~x~~i-xii. Violating any other University Policy while under the influence of alcohol.
- v. **Animals:** The University allows individuals to bring animals on University Premises in accordance with federal laws. A service animal is permitted on campus grounds and within University buildings, including the University housing assignment provided to an individual with a disability. An emotional support animal is permitted on campus to accompany an individual into their ~~his or her~~ University assigned residence in accordance with the U.S. Department of Housing and Urban Development.
 - i. Failing to obtain approval from Housing and the Disability Resource Center (DRC) for the Student’s emotional support animal (as defined by federal law) in a residence hall.
 - ii. Having an approved emotional support animal beyond authorized areas (i.e., within the residence halls and immediate access to outdoor areas).
 - iii. Failing to register the Student’s service animal (as defined by federal law) with the DRC if the Student resides on campus.
 - iv. Failing to properly control ~~the~~ a pet, service animal, and/or emotional support animal such that the animal is disruptive, is not housebroken, or poses a safety or health concern.
 - v. Bringing pet dogs, cats, or other animals (except non-dangerous fish) to campus or being in possession of stray animals.
- vi. **Bribery:** Knowingly making an offer, gift, receipt, or solicitation of money, materials, goods, services or anything of value ~~for~~ by the Student or others for the purpose of procuring or providing an advantage to which they are not otherwise legally entitled.
- vii. **Computer Misuse**
 - i. Unauthorized access, entry or use of a computer, computer system, network, software, password, account or data.
 - ii. Unauthorized alteration or degradation of computer equipment, software, network, data or system performance.
 - iii. Unauthorized copying or distribution of computer software or data.
 - iv. Unauthorized use, taking, or theft of University computer resources for commercial purposes or personal financial or other gain. This includes, but is not limited to, advertising a product or service on personal web pages, fund-raising or advertising on behalf of unsanctioned non-University organizations, publicizing of unsanctioned non-University activities, resale of University resources to any non-University individuals or organizations, and the unauthorized use of the University’s name or logos. Use of the University’s network for any of these purposes, even if the user is using their own personal computer, constitutes an offense.
 - v. Allowing another person to use one’s FIU username and password.

- vi. Any other violation of the University computer use and web page policies. The complete policies are available at <https://security.fiu.edu/policies>. ~~<https://security.fiu.edu/governance/#policies>~~. The website also contains the civil and criminal penalties for distributing, without authority, copyrighted materials (including unauthorized peer-to peer file sharing) and the penalties for violating federal copyright law.
- vii. Unauthorized distribution or downloading of copyrighted materials, including but not limited to, unauthorized peer-to-peer file sharing. This is a violation whether the user is using their own personal computer or the University's information technology system for the unauthorized distributions.
- viii. **Disruptive Conduct**
 - i. Behavior that substantially and materially disrupts, disturbs, impairs, interferes with or obstructs the orderly conduct, processes and functions of the University or the rights of other Members of the University community.
 - ii. Behavior that substantially and materially disrupts, disturbs, impairs, interferes with or obstructs the orderly conduct, processes, and functions of the classroom, or laboratory and/or immediate surrounding areas. This includes interfering with the academic mission of the University or individual classroom or interfering with a faculty member or instructor's role to carry out the normal academic or educational functions of their classroom laboratory and/or immediate surrounding areas.
 - iii. Behavior that substantially and materially disrupts, disturbs, impairs, interferes with or obstructs the Student Conduct process, including, but not limited to, harassment and/or intimidation of any member of the Student Conduct Committee, Witness or University personnel before, during or after a proceeding, or attempting to coerce or influence any person(s) in order to discourage their participation in any Student Conduct proceeding.
 - iv. Any behavior that substantially and materially disturbs the peace.
- ix. **Drugs:** Students who choose to use illegal drugs or use prescription drugs without a prescription will be held fully responsible for their behavior while under the influence. Loss of control due to being under the influence does not excuse or justify a violation of the state law, University Policy, or the rights of others.
 - i. Possession, use, the manufacture, creation and/or the cultivation of illegal drugs or prescription drugs without a prescription. Inhalable or ingestible substances (e.g., nitrous oxide, glue, paint) that will alter a Student's mental state.
 - ii. Distribute, dispense, deliver, trade, sell and/or attempt to sell drugs or prescription drugs.
 - iii. In possession and/or use of drug paraphernalia (including, but not limited, to bong, pipes, "hookahs," spoofs, rolling papers, blunts, small plastic baggies).
 - iv. Misuse and/or abuse of prescription drugs.
 - ~~iv.~~ v. Control or operation of any mode of transportation while under the influence of any controlled substance or illegal drugs.

- x. **Endangerment**
 - i. Occurs when one intentionally or recklessly (a) causes bodily harm to another person; (b) attempts to cause bodily harm to another person; or (c) puts another in fear of imminent bodily harm. No Student may knowingly or recklessly touch any other person without that person's consent. Punching, slapping, scratching, or otherwise striking any person with any part of one's body or with any object constitutes physical violence.
 - ii. Engage in any action(s) that endangers the health, safety or welfare of others.
- xi. **Failure to Comply**
 - i. Failure to comply with a request or directive of a University Official or non-University law enforcement official in the performance of their duty.
 - ii. Failure to comply with the final decision and sanctions rendered by a Student Conduct hearing or appellate body.
 - iii. Failure to comply when a University Official requests to identify oneself and/or produce FIU identification.
- xii. **Falsification/Fraudulent Activity/False Testimony**
 - i. Withholding relevant information from any Hearing Body, University Officials, non-University law enforcement officers, faculty and/or staff.
 - ii. Providing false or misleading information (whether oral or written) to any Hearing Body, University Officials, non-University law enforcement officers, faculty and/or staff. A good-faith report of prohibited conduct does not constitute a Code violation.
 - iii. Misuse, reproduction, alteration or forgery of any identification, documents, keys or property.
 - iv. Permitting another person to use one's identification information.
 - v. Misuse or possession of false identification information.
 - vi. Purporting to act on behalf of another person, group or the University without authorization or prior consent.
 - vii. Providing a worthless check, money order or using a fraudulent credit card or a credit card without authorization.
 - viii. Any other acts of falsification/fraud/false testimony or misrepresentation.
- xiii. **Fire and Safety**
 - i. Inappropriate activation of any emergency warning equipment or the false reporting of any emergency.
 - ii. Removing, damaging, interfering and/or tampering with fire safety or other emergency warning equipment, including smoke detectors, sprinklers and/or fire alarms. Items may not be hung from or block sprinklers or smoke detectors.
 - iii. Failure to evacuate University Premises or On-Campus Housing facility/unit when a fire alarm is activated.
 - iv. Engaging in action(s) which cause or attempts to cause the release of chemicals or substances that can cause harm to another person's health or would start a fire or explosion.
- xiv. **Gambling**

- i. Soliciting , placing or accepting a bet on any high school, intercollegiate or professional athletic contest on University Premises, On-Campus Housing, or at a University or Student Organization-sponsored activity or event.
 - ii. Soliciting, facilitating or participating in any illegal gambling, bookmaking or illegal betting whether through a bookmaker, a parlay card, a pool or any other method of organized gambling on University Premises, On-Campus Housing, or at a University or Student Organization-sponsored activity or event.
- xv. **Harassment**
Severe or pervasive interactions aimed towards another or entity which is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech and which is not covered by FIU Regulation 105.
- xvi. **Hazing**
 - i. Any group or individual action or activity that inflicts or intends to inflict physical or mental harm or otherwise endanger or discomfort which may demean, disgrace and/or degrade any person, regardless of location, intent or consent of participant(s). Taking into consideration the aforementioned description, hazing includes, but is not limited to:
 - i. Interference with a Student's academic performance;
 - ii. Forced consumption of any food, alcohol, controlled substances, drugs or any other substance;
 - iii. Forced physical activity (e.g., calisthenics, line-ups, walking or marching in formation);
 - iv. Deprivation of food, water or sleep;
 - v. Not permitting individuals to speak for extended periods of time and/or forced exclusion from social contact;
 - vi. Engaging in activities which involve compelling an individual or group of individuals to remain at a certain location or transporting anyone anywhere within or outside the University (e.g., road trips, kidnaps, drops);
 - vii. Physical or mental abuse of any nature, including physical discomfort;
 - viii. Sexual misconduct of any nature;
 - ix. Theft, defacement or destruction of private or public property;
 - x. Compelling the performance of personal chores or errands;
 - xi. Verbal abuse or degradation, including yelling or demands;
 - xii. Assigning or endorsing pranks (e.g., stealing, harassing other organizations);
 - xiii. Conducting activities designed to deceive or convince a member that they will not be initiated or that they will be hurt;
 - xiv. Compelling scavenger hunts, treasure hunts, quests, road trips, big brother/little brother hunts, big sister/little sister hunts;
 - xv. Any action or threatened action that would subject the individual to embarrassment, humiliation or mental distress, including the use of demeaning names; or

- xvi. Any other acts or attempted acts which would constitute hazing pursuant to Section 1006.63 of the Florida Statutes.
 - ii. The following shall not constitute a defense to Hazing:
 - i. The consent of the victim was obtained;
 - ii. The conduct or activities that resulted in death or injury to the victim was not part of any official organizational event or otherwise sanctioned or approved by a Student Organization or group; or
 - iii. The conduct or activity that resulted in death or injury to the victim was not done as a condition or membership into a Student Organization or group.
- xvii. **Motorcycles, Bicycles, Pocket Bikes, Rollerblades, or Skateboards**
Failure to comply with FIU Regulation 115 Skateboards, Skates, Scooters, Ripstiks, Hoverboards and other similar devices and high-risk activities on University Premises or in On-Campus Housing.
- xviii. **Obstruction**
Taking action, individually or working with others, which the Respondent knew or should have known would impede an investigation by the University into possible violations of the Code committed by a Student and/or Student Organization, including failing to participate in a University investigation or proceeding if not the Respondent.
- xix. **On-Campus Housing Violations**
Violation(s) of any HRL policies published in hard copy or available electronically via the HRL website
<https://studentaffairs.fiu.edu/campuservices/housing-and-residential-life/explore-housing/housingpolicies/index.php> (<https://housing.fiu.edu/resident-resources/housing-policies-standards-of-conduct/index.html>).
- xx. **Personal Abuse**
 - i. Verbal or written abuse, threats, intimidation, and/or Coercion that objectively endangers the health, safety or well-being of others and which is not covered by FIU Regulation 105. Using fighting words or statements which reasonably endanger the health and safety of any person that are not protected speech may result in University action. Conduct directed at any person, including a ~~Member~~ member of the University community, which is intended to, or would reasonably, cause fear, distress, injury or intimidation to a person, or would place a reasonable person in fear of injury or death.
 - ii. Conduct that is based on race, color, religion, ethnicity, national origin, disability, age, marital status, genetic information, veteran status or any group/class protected by federal or Florida law sufficiently severe, pervasive or persistent (when viewed both from a reasonable person in similar circumstances and the person in question) that a person would be adversely affected to a degree that interferes with or limits their ability to participate in or benefit from the services, activities or opportunities offered by the University.
 - iii. Interference with the freedom of another person or group to move about in

a lawful manner.

xxi. **Promotions/Posting**

- i. Solicitation of commercial speech on campus, including On-Campus Housing facilities, without prior approval from the appropriate University Officials. This includes, but is not limited to, the distribution of any forms of promotional/informational commercial speech material on University Premises or On-Campus Housing or objects (e.g., motor vehicles).
- ii. Posting of flyers, posters, banners, cards or any promotional/informational material on University Premises or On-Campus Housing, including, but not limited to, the exterior and interior of On-Campus Housing facilities, buildings, trees, walls, sidewalks, vehicles, windows, stairwells, stairs, display cases, vending machines, doors, classrooms, departmental and unauthorized bulletin boards, railings, elevators, bathrooms, art and/or sculptures without prior approval from the appropriate University Officials.

xxii. **Retaliation**

- i. Acts or words taken against an individual because of the individual's participation in a protected activity that would discourage a reasonable person from engaging in protected activity. Protected activity includes an individual's good faith:
 - i. Participation in the reporting, investigation, and/or resolution of an alleged violation of this Code; and/or
 - ii. Opposition to policies, practices and/or actions that the individual reasonably believes are in violation of the Code. Retaliation may include intimidation, threats, coercion, physical harm and/or adverse employment or educational actions. Retaliation may be found even when an underlying report made in good faith was not substantiated. Retaliation may be committed by the Respondent, the Reporting Party, or any other individual or group of individuals.

xxiii. **Smoking and Use of Tobacco-Related Products**

- i. Failure to comply with FIU Regulation 113 Smoke, Vape-Free, and Tobacco-Free Campus by smoking and/or vaping in or on any University Premises or On-Campus Housing. Smoking means possession of a lighted cigarette, cigar, pipe, water-pipe or hookah, or the use of an electronic cigarette, cigar, pipe, vape or any other device intended to simulate smoked tobacco. Vaping means to inhale or exhale vapor produced by a vapor-generating electronic device or to possess a vapor-generating electronic device while that device is actively employing an electronic, chemical, or mechanical means designed to produce vapor or aerosol from a nicotine product or any other substance.
- ii. Use of smokeless tobacco, snuff, chewing tobacco, smokeless pouches and any other form of loose-leaf or smokeless tobacco.

- xxiv. **Social Host Responsibility**
Allowing, permitting, or providing an opportunity for a guest to violate University policy.
- xxv. **Stalking**
Engaging in a course of conduct directed at a specific person, not covered under FIU ~~Policy~~ Regulation 105, that would cause a reasonable person to (a) fear for the person's safety or the safety of others; or (b) suffer substantial emotional distress. For the purposes of this conduct violation, course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property.
- xxvi. **Student Organization Policies**
 - i. Members of the Student Organization acting together to violate University Policy.
 - ii. More than one Student working together to impede an investigation by the University into possible violations of the Code committed by a Student Organization.
 - iii. Acting to protect from official action one or more alleged individual offenders who are members, former members or guests of the Student Organization.
 - iv. Leaders of the Student Organization who fail to report and/or take reasonable action against guests and/or members responsible for alleged violations.
 - v. Violation(s) of any Campus Life/Fraternity and Sorority Life/Sports Club Policies published in hard copy or available electronically via the appropriate website. See <https://studentaffairs.fiu.edu/get-involved/campus-life/index.php>, <https://studentaffairs.fiu.edu/get-involved/sorority-and-fraternity-life/index.php>, or <https://studentaffairs.fiu.edu/health-and-fitness/recreation/index.php>, <https://dasa.fiu.edu/all-departments/wellness-recreation-centers/>.
- xxvii. **Theft and Theft-Related Conduct**
 - i. Taking, or use of, the property or services of another person or of the University without prior written consent or authorization of the person or of the appropriate authority.
 - ii. Possession and/or sale of property or services of another person or of the University without prior written consent or authorization.
- xxviii. **Trespassing/Unauthorized Use**
Unauthorized presence in or unauthorized use of University Premises or On-Campus Housing, facility or restricted area.
- xxix. **Vandalism/Damage/Littering**
 - i. Damage, destruction or defacing property of another person, group or the University.
 - ii. Dispersing litter in any form on University grounds or facilities, including, but not limited to, cigarette butts, flyers, cans, and bottles.
- xxx. **Weapons, Firearms, Explosives**

- i. Possession, storage or use of firearms, except as provided below, explosives, ammunition or other weapons or dangerous articles or substances, including, but not limited to tasers, stun guns, switchblade knives and non-lethal weapons such as fireworks, paintball guns, air guns, BB guns, any dangerous chemical or biological agents, corrosive agents, compressed gas, sling shots, brass knuckles, Chinese stars, or any other item used as a weapon.
 - i. In accordance with Florida Statutes section 790.115, possession of firearms on University Premises or On-Campus Housing (except as provided by Florida Statutes section 790.25(5)).
 - ii. Possession of a concealed weapon or firearm on University Premises or On-Campus Housing even if the Student possesses a concealed weapon license.
 - ii. Notwithstanding the foregoing, weapons, including non-functioning antique display weapons, may be used for classroom instructional purposes or other University sanctioned activities (e.g., firearms under the direct supervision of ROTC, a diver's knife for a scuba divers' class) but only with prior approval by the appropriate University Official.
 - iii. Threat of the use of a weapon or weapons that could, or would, cause distress or injury to a member or members of the University community or damage to University Premises or On-Campus Housing.
- xxxi. **Other Violations**
 - i. Aids or abets another in any violation of federal law, state law, local ordinance, and/or Policy not already listed above.
 - ii. Violations of federal and/or state laws, local ordinance, and/or Policy not already listed above.

6. ACADEMIC MISCONDUCT VIOLATIONS

- i. **Academic Dishonesty**
 - i. Failing to comply with examination regulations policies or the instructions of an examination proctor.
 - ii. In general, by any act or omission not specifically mentioned in the Code and which is outside the customary scope of preparing and completing academic assignments and/or contrary to the stated policies concerning academic integrity.
- ii. **Bribery** The offering of money or any item or service to a member of the faculty, staff, administration, Student or any other person in order to commit academic misconduct.
- iii. **Cheating**
 - i. The unauthorized access or use of any materials, information, study aids, automated tools, or assistance from another person on any academic assignment or exercise, ~~unless explicitly authorized by the course Instructor.~~
 - ii. Assisting another Student in the unauthorized access or use of any materials, information, study aids, or automated tools. ~~unless~~

- ~~explicitly authorized by the Instructor.~~
- iii. Having a substitute complete any academic assignment or completing an academic assignment for someone else, either paid or unpaid.
 - iv. **Commercial Use**
The selling of course material to another person, Student, and/or uploading course material to a third-party vendor without authorization or without the express written permission of the University and the Instructor. Course materials include but are not limited to class notes, Instructor's PowerPoints, tests, quizzes, labs, instruction sheets, homework, study guides and handouts.
 - v. **Complicity**
The planning or acting with one or more fellow Students, any member of the faculty, staff or administration, or any other person to commit any form of academic misconduct together.
 - vi. **Falsification of Records**
The tampering with or altering in any way of any academic record used or maintained by the University.
 - vii. **Misrepresentation**
 - i. ~~Intentionally lying~~ Providing false or misleading information to a member of the faculty, staff, administration, or an outside agency to gain academic advantage for oneself or another.
 - ii. To misrepresent or in other ways interfere with the investigation of a charge of academic misconduct.
 - ~~iii.~~ Falsifying, altering, or misrepresenting any information within the student's own course work to gain academic advantage for oneself or another.
 - viii. **Multiple Submission**
Submitting the same or substantially the same academic work (including oral presentations) for credit more than once. Multiple submissions shall not include situations where the prior written approval by the instructor in the current course is given to the student to use a prior academic work or endeavor. ~~It is each instructor's responsibility to make expectations regarding incorporation of existing academic work into new assignments clear to the student in writing.~~
 - ix. **Plagiarism**
 - ~~ix-i.~~ The submission of any work authored by another person or automated tool without proper acknowledgement of the source, whether that material is paraphrased or copied in verbatim or near-verbatim form.
 - ~~i.~~ The deliberate use and appropriation of another's work without any indication of the source and the representation of such work as the Student's own.
 - ii. Assisting another Student in the submission of any work authored by another person or automated tool without proper acknowledgement of the source, whether that material is paraphrased or copied in verbatim or near-verbatim form.
 - ~~ii.~~ Assisting another student in the deliberate use and appropriation of another's work without any indication of the source and the

~~representation of such work as the student's own.~~

7. INVESTIGATION AND PRE-ADJUDICATION PROCEDURES

- i. **Initiating Charges for Conduct Violations:** Any person or entity (including University departments, offices, officials, community members) may report an alleged violation(s) of the Code for review by SCAI by:
 - i. Submitting a police report that has been filed with any police department;
 - ii. Providing a SCAI incident report (see <http://conduct.fiu.edu> for report) along with accompanying documentation; or
 - iii. Making an oral report to SCAI.
- ii. **Initiating Charges for Academic Misconduct Violations:** Any person or entity (including University departments, offices, officials, community members) may report an alleged violation(s) of the Code for review by the SCAI by:
 - i. Submitting the alleged violation(s) through the Academic Misconduct Report Form (AMR) along with any accompanying documentation (see <http://conduct.fiu.edu> for report). Instructors are encouraged to discuss the allegations with the Student prior to referral to SCAI.
 - ii. If a Student, staff member, or a person not affiliated with the University observes a Student committing an Academic Misconduct violation, they may report the alleged violation to SCAI via the standard incident reporting form (see <http://conduct.fiu.edu> for report). SCAI will then communicate with the appropriate faculty member, chair, or College/School Dean.
 - iii. All matters relating to Academic Misconduct among undergraduate, graduate, and professional Students are referred to the SCAI Director or designee. In matters where there is a conflict of interest with the SCAI Director, the case will be referred to the ~~Senior Vice President for Academic & Student Affairs~~**Chief Student Affairs Officer** or designee.
- iii. **Preliminary Review:** The SCAI Director will determine, at their discretion, whether further fact-finding is needed and whether there is sufficient information to file charges or refer to another University office regardless of the participation of any party in the proceedings.
 - i. Upon receiving an alleged violation of Academic Misconduct, the SCAI Director may review relevant information and consult with relevant parties regarding the incident in question. In addition, Instructors can request an intake meeting with SCAI staff to review allegations, the Charges, possible Sanctions, and to ~~learn~~**be explained** about the Student conduct process, and any available forms of resolution. ~~Reasonable efforts will be made to hold this intake meeting at least ten (10) Business Days before any scheduled hearing.~~
- iv. **Interim Measures:** Until Final Agency Action or there is a such a change in circumstances that the decision-maker for each action below no longer supports such an action, the following interim measures may be implemented as follows:
 - i. No-Contact Directive: In cases involving allegations of, hazing, personal abuse, retaliation, stalking, or other menacing activity or

concerning behavior, the SCAI Director, after making a reasonable effort to meet with the Respondent if appropriate to do so, may issue a No-Contact Directive.

- ii. Restriction of Privilege or Access Directive: In cases involving allegations of hazing, personal abuse, retaliation, stalking, trespassing, or other menacing activity or concerning behavior, the SCAI Director, after making a reasonable effort to meet with the Respondent if appropriate to do so, may issue a Restriction of Privileges or Access Directive.

iii. Interim Suspension

- i. Where the ~~Senior Vice President for Academic & Student Affairs~~ Chief Student Affairs Officer or designee determines that the health, safety or welfare of the University community are in jeopardy or in danger, an interim (temporary) suspension will be imposed. This includes, but is not limited to, physical assault, hazing, possession of a firearm or explosives, illegal drug possession and other acts of a similar nature. A Respondent under Interim Suspension is considered not in good standing with the University, resulting in applicable restrictions on privileges and/or activities. The Respondent may neither attend nor participate in any classes, including any online components, during this time. The Respondent is also banned from being on or in any University Premises and/or On-Campus Housing, and from participation in any University- sponsored/related event or activity, ~~The Respondent~~, except with the permission of the SCAI Director. A Student Organization may neither attend nor participate in any University-sponsored/related event or activity, use University space, register/host gatherings and events, except with the permission of the SCAI Director.
- ii. The Respondent may petition the Student Conduct Committee (SCC), in writing, for a review of the decision; the University will submit to the SCC, in writing, relevant information related to the decision to impose an interim suspension. The SCC shall meet to consider the petition as soon as possible, but typically no later than five business days after it receives the petition. If the SCC determines that the suspension was improper or is no longer necessary, it shall lift the suspension immediately and the underlying matter shall proceed. The SCC may implement any alternative interim measures if it lifts the interim suspension.
- iii. The Respondent's transcript will remain notated during the interim suspension.
- iv. If a Respondent's privileges are temporarily revoked through an Interim Suspension and the Respondent is subsequently found not responsible for the violation, the University must, to the extent possible:
 - i. Correct any record of the change in enrollment status in the Respondent's permanent records and reports in a

- ii. Refund to the Respondent a pro rata portion of any charges for tuition, and out-of-state fees, as appropriate, relating to the temporary revocation or suspension which affected the Respondent's ability to attend classes for more than ten (10) school days.
- v. **Investigations:** The SCAI Director retains the discretion to determine whether an investigation should be conducted, and the scope of such investigation based on the alleged violations under the Code. The investigation will be a neutral fact-finding process used to determine if there is sufficient information to warrant action by the University. If the SCAI Director directs an investigation to another office to act on behalf of SCAI, including the Department of Housing and ~~Residence~~ Residential Life or the ~~Office of Office of Inclusion, Diversity, Equity & Access (IDEA)~~ Office of Civil Rights Compliance and Accessibility (CRCA), the Director of such office, or designee, shall conduct the investigation in accordance with ~~to~~ the Code and relevant processes and procedures, so long as such procedures do not conflict with this Code or applicable University Policy which has jurisdiction over the reported behavior. For cases in which there is an overlap of charges between the Code and FIU Regulation 105, a joint investigation will commence, and the details of the Code investigation will be included in the FIU Regulation 105 final report or considered as part of the informal resolution. The Code behaviors will cede to adjudication and appeal under the process set forth in FIU Regulation 105. In cases where conduct involves both potential Conduct and Academic Misconduct violations, the Hearing Officer or Hearing Body has the authority to handle both matters simultaneously ~~through a joint hearing~~. If a Student is found Responsible for simultaneous Conduct and Academic Misconduct violations, sanctions from both processes may be imposed.
- vi. **Charge Letter:** The Respondent will be given a written notice of the Charges. The Charge Letter will include the following:
 - i. Notice of the charge(s), including specific code section(s) which constitutes the alleged violation(s) of the Code, an allegations statement and any other detail in order to prepare for a Student Conduct proceeding, including the process to be used in determining whether a violation has occurred and associated rights; and
 - ii. Information regarding next steps, including the date, time, and location of the disciplinary proceeding.
- vii. **Joint Hearings:** Cases that present common questions of conduct or fact and that would come before a panel of like composition may be joined for hearing.
 - i. For a joint hearing, the individual who conducted the information sessions must affirm, in writing, to the Hearing Officer that each Respondent performed acts sufficiently similar that the facts presented in evidence would not differ materially from one Respondent to another. In such case, the Hearing Officer may order joinder of such cases for hearing.
 - ii. Any Respondent, whose case is joined may request, in writing, to the

Hearing Officer to be excluded from the joint hearing on the ground that (i) they are not charged with the same offense, at the same time and place, or (ii) that the facts relevant to them would differ materially from the facts relevant to the Respondent(s). The Hearing Officer's decision regarding whether any requesting Respondent be severed from the joint hearing ~~is~~ is final.

- iii. All decisions regarding responsibility under this Code, and any applicable sanctions or remedies will be rendered individually, and each Respondent remains entitled to their own advisor.
- viii. **Information Session:** An information session is designed to provide the Respondent with information about the adjudication process, as well as giving access to the information supporting the charge(s) available at that time. The information session is not a disciplinary proceeding but may transition to such a disciplinary proceeding if the Respondent waives any applicable disciplinary proceeding rights not met in order to accept a Summary Resolution.
 - i. Subsequent to the information session, the Hearing Officer may conduct further fact-finding regarding the incident that is subject to the charge. This information will be communicated to the Respondent prior to the hearing or at a subsequent meeting before a hearing.
 - ii. If a Respondent fails to attend a scheduled information session, the Respondent will be deemed to have waived their right to an information session. Under those circumstances, a hearing will be scheduled. Failure to attend an information session will result in the Hearing Officer determining the type of hearing. The hearing type will be determined based on the severity of the possible sanctions (e.g., suspension/expulsion cases may be referred to the Student Conduct Committee).
 - iii. If the Respondent fails to attend the information session, the Hearing Officer may place a hold/service indicator on the Respondent's record until the conclusion of the hearing. If sanctions are imposed as a result of the hearing, the hold/service indicator will be retained until the Respondent fulfills all of the sanctions.
- ix. **Student Academic Status Pending the Code Process:** The Student's academic status will remain unchanged pending the outcome of the Code process, except where the ~~Senior Vice President for Academic & Student Affairs~~ Chief Student Affairs Officer or designee has implemented an interim suspension. When a final grade for a course may be involved, a grade of IN should be assigned, pending the University's final decision in the matter. A Respondent's ability to register for future semesters may be temporarily placed on hold.

8. RESOLUTION OPTIONS

A Respondent is entitled to a resolution of any alleged violation of the Code through a disciplinary proceeding unless waived as set forth below. Two (2) types of resolution options are provided by the Code.

i. Summary Resolution

- i. A summary resolution is available when the Respondent waives the

- right to a hearing, any applicable disciplinary proceeding rights not met, and requests that the Hearing Officer conducting the information session determine the findings and sanctions if applicable. The Hearing Officer reserves the right to conduct fact-finding to make an informed decision.
- ii. The following apply to a summary resolution:
 - i. The meeting(s) will not be recorded.
 - ii. The written decision will serve as the official record of the Summary Resolution.
 - iii. The written decision will be sent to the Respondent within fourteen (14) Business Days from the date of the Summary Resolution. For Academic Misconduct violations, the written decision will also be sent to the Instructor.
 - iii. If the Respondent does not choose the Summary Resolution (or the option is unavailable), the Respondent may indicate their preference for one of the two (2) types of hearings.
 - ii. **Hearings:** Two hearing types are available under the Code: ~~1)~~ an Administrative Hearing, or ~~2)~~ a Student Conduct Committee (SCC) hearing. All procedures described in the Hearing Procedures section apply to these types of hearings.
 - i. Administrative Hearing - Conducted by a Hearing Officer who serves as the Hearing Body.
 - ii. SCC Hearing – Conducted by a committee which serves as the Hearing Body. SCC committees for Conduct violations consist of two (2) Students, one (1) faculty or staff member, and a non-voting Hearing Officer. SCC committees for Academic Misconduct violations consist of three (3) Students, two (2) full-time faculty members, and a non-voting Hearing Officer. The non-voting Hearing Officer will moderate the hearing.
 - iii. For SCC Hearings, members of any particular committee will vary, but will come from a pool of qualified faculty, staff and Students. Faculty members can be recommended annually by the Faculty Senate. Undergraduate, graduate, and professional Student members will be recruited and selected through SCAI's formal SCC recruitment and selection process. All members of the SCC will be trained by SCAI. In cases where the Respondent is an undergraduate, every effort will be made to select undergraduate student representatives for the SCC. ~~In cases where the Respondent is a graduate or professional student, every effort will be made to select graduate or professional student representatives for the SCC. For academic misconduct violations, the committee must include two full-time faculty members, and if the Respondent is a graduate or professional student faculty representatives must have at least Graduate faculty status.~~ In cases where the Respondent is a graduate or professional student, every effort will be made to select graduate or professional student and faculty representatives for the SCC. For Academic ~~M~~isconduct violations, the committee must include two

full-time faculty members. For cases in which there is an overlap of charges under only the Code (Academic Misconduct and a non-FIU Regulation 105 violation), the Hearing Body shall meet the requirements of the Academic Misconduct hearing.

- iv. For cases in which there is an overlap of charges between the Code and FIU Regulation 105, the Code behaviors will cede the adjudication processes under that Regulation.
- v. The SCAI Director retains the discretion to ultimately determine which hearing forum is appropriate.
- vi. All hearing(s) will be conducted in private or in accordance with applicable law.

9. HEARING NOTIFICATION AND INFORMATION EXCHANGE

- i. **Scheduling:** Hearings may be scheduled during class periods. Every effort will be made to avoid a class conflict; however, due to availability of persons involved in the hearing and meeting room, it may not be possible.
- ii. **Hearing Notice:** The notice of a hearing, including date, time and location will be sent to the official University email address of the Respondent, Complainant (if applicable), or typically to the official University email address of the President of the Student Organization, at least seven (7) Business Days prior to the hearing unless waived by the Respondent. The Instructor will also be notified in Academic Misconduct cases. The Hearing Officer has the discretion to provide notice through additional means (e.g., overnight or hand delivery). The delivery notification of the hearing notice through the official University email will constitute full and adequate notice under the Code.
 - i. The notice will include the names of witnesses to be called by the University and a list of information to be used in the hearing, which may be different from what was presented in the information session or subsequent meetings.
 - ii. The notice will also indicate the name(s) of the Hearing Body member(s) if known at the time, but will be provided before the start of the hearing.
- iii. **Witnesses and Information**
 - i. At least five (5) business days prior to the hearing the University will provide the Respondent the names of all known witnesses and all information related to the allegation, including inculpatory and exculpatory information, subject to redaction in accordance with federal and state law, to the Respondent.
 - ii. At least five (5) business days prior to the hearing the Respondent must provide the names of all known witnesses and all information to be used in the hearing. Acceptance or denial of witnesses and/or information, based on relevancy, is within the discretion of the Hearing Officer, but the University will not consider polygraph reports.
 - iii. Character witnesses or witnesses to other incidents outside the specific incident in question will not be allowed to testify at a hearing. The

Respondent may provide the Hearing Body with character witness statements (which will only be considered during the sanctioning phase, if applicable).

- iv. The Respondent is responsible for contacting and notifying the additional witnesses they wish to call for the hearing.
 - v. The proceedings shall not be delayed due to scheduling conflicts of witnesses. Failure of any witness to appear shall not require a delay or affect the validity of the proceedings. If called witnesses do not appear, their written statements, if they exist, will be considered by the Hearing Body. Witnesses can appear in person or by contemporaneous alternative means (e.g., [Zoom](#)[Skype](#), phone).
 - vi. The Hearing Officer has the discretion to limit the number of witnesses whose testimony may be duplicative, redundant or not in dispute.
 - vii. The Hearing Officer may place limits on the length of testimony and also may advise to the scope, direction or tone of questioning.
 - viii. The Instructor of the course in which the alleged Academic Misconduct violation(s) ~~have~~[has](#) occurred will always be requested to attend the hearing. The Instructor is strongly encouraged to participate in the hearing procedure.
- iv. **Challenging a Member of the Hearing Body/Change of a Hearing Body Member**
- i. The Respondent may challenge the inclusion of any member at least three (3) business days prior to the scheduled hearing. The challenge must be in writing and must show actual bias (such as a conflict of interest, animosity, pressure or influence) that would preclude a fair and impartial hearing. The Hearing Officer will determine whether to grant such challenge in their discretion, and such decision is final and not appealable.
 - ii. If a Hearing Body member is unable to serve due to an emergency or unforeseeable occurrence, the Hearing Officer will appoint a new hearing body member prior to the scheduled hearing and notify the Respondent as soon as possible. The Respondent may challenge the inclusion of this member at the time of the hearing. The challenge must be on the basis outlined above.
- v. Request for a Postponement: Any request to postpone a hearing must be submitted in writing or by email and must be received by the SCAI Director at least two (2) business days prior to the hearing. The request must state the reason(s) for the postponement. The granting of such requests shall be at the discretion of the SCAI Director. The University is not required to postpone a proceeding pending the outcome of a criminal prosecution. The University may postpone the hearing, at any time, for extraordinary situations (e.g. hurricane, emergency personnel matters).

10. ADVISOR FOR THE RESPONDENT

- i. The Respondent may be accompanied by an advisor of their choosing and at their expense at any time during the Code process.

- ii. It is the responsibility of the Respondent to make appropriate arrangements for the advisor to attend the proceeding. The proceedings shall not be delayed due to scheduling conflicts of the chosen advisor. If the advisor is an attorney, the attorney must comply with the same restrictions imposed on any other advisor.
- ~~ii.iii.~~ The Advisor may be present to advise the Respondent and may participate in all aspects of the proceeding but shall not testify for the Respondent.
- ~~iii.~~ The Respondent is responsible for presenting their own information and therefore, advisors are not permitted to speak or to participate directly in any process under this Code.
- iv. Although the Respondent may consult with their Advisor during the hearing, this consultation must take place in a manner that does not disrupt the proceedings.
- v. The Advisor chosen by the Respondent cannot be a witness in the matter.
- vi. SCAI can provide the Respondent with a list of Advisors who can provide assistance in preparing a response to the reported Code violation.

11. DUE PROCESS RIGHTS OF THE RESPONDENT:

The Respondent has the following rights:

- i. Reasonable, written notice of the Code charge(s) and the allegations upon which the charge(s) is/are based.
- ii. A presumption that no violation occurred.
- iii. A fair and impartial hearing.
- iv. The right to be accompanied by an Advisor of their choice and expense at any time during the Code process.
- v. The opportunity to review all relevant information or evidence to be used in the hearing prior to the hearing.
- vi. The ability to participate in the Student Conduct hearing either physically or by contemporaneous alternative means (e.g., [SkypeZoom](#), phone).
- vii. The opportunity to present, or have your advisor present relevant witnesses and information at the hearing.
- viii. The opportunity to question, or have your advisor question witnesses in accordance with the Hearing Procedures.
- ix. Not to provide self-incriminating testimony. Invoking the right against self-incrimination will not be considered as a negative factor in the decision of the Hearing Officer or Hearing Body.
- x. Receive notification of the decision of the Hearing Body in writing within fourteen (14) Business Days of the hearing.
- xi. Appeal the decision via the process established by the University.

12. RIGHTS OF THE COMPLAINANT

- i. Reasonable, written notice of the Code charge(s) and the allegations upon which the charge(s) is/are based.
- ii. The ability to participate in the Student Conduct hearing either physically or by contemporaneous alternative means (e.g., Zoom, phone).
- ~~xi.iii.~~ Receive notification of the decision of the Hearing Body in writing within fourteen (14) Business Days of the hearing.

~~12.~~13. **PRINCIPLES OF GROUP RESPONSIBILITY**

- i. Any Student Organization can be held responsible under the Code for its actions or those of its members acting together. Misconduct on the part of the organization will be addressed when one or more of the following circumstances occur:
 - i. An alleged violation arises out of a Student Organization-sponsored, financed or otherwise supported activity.
 - ii. A pattern of individual alleged violations has occurred and/or continues to occur without adequate control, response or sanction on the part of the Student Organization or its leaders.
 - iii. The Student Organization or its related activities provided the context for the alleged violation.
 - iv. The action resulting in the alleged violation has received either the implied or overt consent of the Student Organization and/or its leaders.
 - v. The Student Organization overtly places or implicitly allows active members of the Student Organization to be in a position to act on behalf or with the authority of the Student Organization.
- ii. The actions of active, prospective, or associate members (pledges) of a Student Organization may be considered hazing. Refer to Section 5 for full details on Hazing.
- iii. It is the responsibility of the Student Organization's President or Student-member designee to represent the organization throughout the conduct process.

~~13.~~14. **HEARING PROCEDURES**

- i. During the hearing, the Hearing Officer presides over the Code hearing and makes all procedural decisions.
- ii. The burden of proof in a hearing rests with the University and Respondents are presumed Not Responsible. The standard of proof is a Preponderance of the Evidence. The determination of "Responsible" or "Not Responsible" will be based solely on the information and/or testimony presented.
- iii. Formal rules of process, procedure and/or technical rules of evidence (including hearsay rules) applicable in the criminal or civil court process are not used in Code proceedings.
- iv. Witnesses only participate in the hearing to the degree that a question is posed to them. They may not speak or otherwise participate in the Hearing.
- v. In Code hearings involving Academic Misconduct violations, the Instructor can choose to be present in the hearing in its entirety and to ask questions of the Respondent and witnesses when prompted. The Hearing Officer has the discretion to require the Instructor to step out of a hearing if non-academic student conduct issues are being discussed.
- vi. The hearing will be recorded. The recording will serve as the only official record of the proceedings. No other recordings are permitted.
- vii. If the Respondent, Complainant, or Instructor fails to appear at the scheduled hearing, the hearing will be held, and a decision will be rendered in their absence.
- viii. Upon request by the Respondent, Complainant, or witnesses, the Hearing

- Officer may permit the individual to provide relevant information during the hearing in a manner that avoids direct contact with the Respondent.
- ix. For Code hearings involving Conduct Violations, the Hearing Officer has the discretion to determine the order of the hearings which may involve, but is not limited to, the following:
 - i. Introductory statement by Hearing Officer including a reading of the allegations and charge(s), introduction of information that is the basis for the charges, and identification of the hearing participants.
 - ii. Statement by the Respondent or Respondent's Advisor and submission of any previously submitted relevant written information (e.g., records, exhibits, written statements) except for witness statements (see below) for consideration by the Hearing Body.
 - iii. Questions directed to the Respondent by the Hearing Body.
 - iv. Presentation of witnesses and any results of fact-finding conducted prior to the hearing.
 - v. The Respondent or Respondent's Advisor may pose questions directly to the witness and Complainant (if applicable). In certain circumstances to be determined by the Hearing Officer, questions may be presented in writing to the Hearing Officer who will then ask the witness the question(s).
 - vi. Submission by the Respondent or Respondent's Advisor of written statements (if any) of witnesses who are not present.
 - vii. Follow-up questions (if any) directed to the Respondent by the Hearing Body.
 - viii. Final statement by the Respondent or Respondent's Advisor.
 - ix. Hearing Officer brings hearing to a close.
 - x. For Code hearings involving Academic Misconduct Violations, the Hearing Officer has the discretion to determine the order of the hearings which may involve, but is not limited to, the following:
 - i. Introductory statement by Hearing Officer including a reading of the allegations and charge(s), introduction of information that is the basis for the charges and identification of the hearing participants.
 - ii. Statement by the Instructor and submission of any previously submitted relevant written information (e.g., records, exhibits, written statements) except for Witness statements (see below) for consideration by the Hearing Body.
 - iii. Statement by the Respondent or Respondent's Advisor and submission of any previously submitted relevant written information (e.g., records, exhibits, written statements) except for Witness statements (see below) for consideration by the Hearing Body.
 - iv. Questions directed to the Instructor by the Hearing Body and the Respondent or Respondent's Advisor.
 - v. Questions directed to the Respondent by the Hearing Body and the Instructor.
 - vi. Presentation of witnesses and any results of fact-finding conducted prior

- to the hearing.
- vii. The Respondent or Respondent's Advisor may pose questions directly to the witness(es).
- viii. The Instructor may pose questions directly to the witness(es).
- ix. Submission by the Respondent or Respondent's Advisor of written statements (if any) of witnesses who are not present.
- x. Submission by the Instructor of written statements (if any) of witnesses who are not present.
- xi. Follow-up questions (if any) directed to the Instructor by the Hearing Body and Respondent.
- xii. Follow-up questions (if any) directed to the Respondent by the Hearing Body and the Instructor.
- xiii. Final statement by the Instructor.
- xiv. Final statement by the Respondent or Respondent's Advisor.
- xv. Hearing Officer brings hearing to closure.
- xi. Deliberation by the Hearing Body is held outside the presence of the Respondent for all hearings, and Instructor, for hearings involving Academic Misconduct violations.
- xii. Prior Student Conduct and Academic Misconduct records, Character Witness Statements and/or Impact Statements are considered only in determining the appropriate sanction(s).
- xiii. In Code hearings, the SCC will make a recommendation of the decision and sanctions to the Hearing Officer. The Hearing Officer may take one of these actions with respect to the recommendation:
 - i. Adopt;
 - ii. Modify;
 - iii. Reject the findings and sanctions; or,
 - iv. Remand for a rehearing.
- xiv. If the Committee decision is not adopted, the Hearing Officer will include the reasons for any differences between the recommendations of the Committee and the Hearing Officer's final decision as part of the decision letter.
- xv. A decision letter will be sent to the Respondent within fourteen (14) Business Days from the conclusion of the Hearing Body's deliberation. The hearing decision will include the decision, sanctions imposed (if applicable) and the explanation of the right to appeal. For Academic Misconduct violations, the written decision will also be sent to the Instructor.
- xvi. This Regulation acknowledges the Instructor authority to award Student grades. If the Student is found "Not Responsible" for alleged violations of Academic Misconduct, the faculty member should reinstate the grade the Student would have received if the misconduct charges were not submitted and any reduction in grade should be based on the Student's quality of work and not an allegation of Academic Misconduct.

14.15. TITLE IX PROCEDURES

Conduct meeting the definition of Sexual Harassment or Sexual Misconduct (including the Violence Against Women Act violations incorporated via the Clery Act) are

administered via FIU Regulation 105. SCAI serves as the central repository for all student sanctions administered under the Code and FIU Regulation 105, and any prior misconduct under the Code or FIU Regulation 105 is considered in any sanctioning stage of either proceeding.

~~15.~~16. **SANCTIONS**

- i. Sanctions may only be imposed when a Respondent has been found in violation of the Code. In cases where a Respondent has been found “Not Responsible” for the alleged violation(s), no sanctions will be assigned.
- ii. In light of the facts and circumstances of each case, the following sanctions or combination of sanctions (with or without appropriate modifications) will be imposed upon any Respondent found to have violated the Code or FIU Regulation 105. Sanctions will be commensurate with the prohibited conduct with consideration given to any aggravating and mitigating circumstances, including, but not limited to, the Respondent’s conduct and Academic Misconduct record. Fees may be associated with certain sanctions (e.g., counseling consultation, online programs) and are the Respondent’s responsibility.
- iii. When an undergraduate student is found Responsible for Academic Misconduct violations, SCAI will determine any University Sanctions which are not related to a grade or the course in general. The Instructor ~~and Chair (or designee)~~ will recommend Course Sanctions and communicate their recommendation to SCAI. SCAI will then communicate the final outcome to the student. Should the Instructor fail to provide SCAI with recommended course sanctions ~~within seven (7) Business Days~~, SCAI may assign Course Sanctions. If the undergraduate student is a member of the Honors College, SCAI will notify the Dean of the Honors College that a student was found in violation. ~~and ask if the program wishes to invoke any program-level academic action(s).~~ The Dean of the Honors College will determine if Honors College action is necessary. ~~SCAI will be notified within seven (7) Business Days if the Dean recommends additional program action.~~
- iv. When a graduate or professional student is found Responsible for Academic Misconduct violations, SCAI notifies the Instructor, Dean or designee of the University Graduate or Professional School, and the Dean or designee of the Academic College in which the graduate or professional student resides. SCAI will determine any University Sanctions, which are not related to a grade or the course. The Instructor ~~and Dean (or designee)~~ will recommend Course Sanctions and communicate their recommendation to SCAI. Should the Instructor fail to provide SCAI with recommended course sanctions ~~within seven (7) Business Days~~, SCAI may assign Course Sanctions. The College Dean or designee will in turn notify the graduate or professional program that a student was found in violation. ~~and ask if the program wishes to invoke any program-level academic action(s).~~ The student’s graduate or professional program will determine if program action is necessary. ~~SCAI will be notified within seven (7) business days if the graduate or professional program recommends additional program action. SCAI will then communicate the final outcome to the student.~~

- v. In the event the course Instructor is no longer at the University, the Department Chair (or designee) will determine the recommended Course Sanctions.
- vi. University Sanctions
 - i. **Written Reprimand:** The University takes official notice that such actions are inappropriate and not in accordance with our community standards.
 - ii. **Educational Activities:** Appropriate educational steps (such as referrals for alcohol or drug education, reflection activities, [counseling](#), letters of apology, directed study programs, or classes).
 - iii. **Conduct Probation:** ~~Probation for a stated period, including completion of any required probation program.~~ Period of time where a Respondent is considered not in good standing with the University. While on conduct probation, any additional violations of the Code or other University Policies may result in suspension or expulsion.
 - iv. **Deferred Suspension:** Period of time in which suspension is temporarily withheld or withheld pending completion of other sanctions by a specified deadline date. A Respondent who is on deferred suspension is considered not in good standing with the University, resulting in applicable restrictions on privileges and/or activities which may include, but are not limited to, being prohibited from participating in study abroad or alternative break, or serving as a peer advisor, resident assistant or elected/appointed Student leader in Student Government or other Student Organizations. Additional restrictions on University privileges and/or activities may be imposed on the Respondent based on their current or potential future activities. If the Respondent fails to fulfill the sanctions described in the decision letter (including failure to timely fulfill the sanction), the Respondent will no longer be considered on deferred suspension but will be automatically suspended with no further appeal, for a minimum of one semester. While on deferred suspension, any additional violations of the Code or other University Policies may result in suspension or expulsion.
 - v. **Suspension:** Separation from the University for a specified period of time. A Respondent is considered not in good standing with the University while suspended. The Respondent may not attend classes (either in person or online) and is banned from being on or in any University Premises or On-Campus Housing. The suspended Respondent is also banned from participation in any University-sponsored/related event or activity and their FIU OneCard will be deactivated. This sanction is recorded on the Respondent's academic transcript permanently. A Respondent who is suspended from the University is not eligible for tuition and/or registration fee reimbursement except as provided by University Policies. The Respondent will be administratively withdrawn from courses and will lose respective credit hours. If a student is suspended for more than three (3) consecutive semesters, the Student must reapply to the University

- prior to returning.
- vi. **Expulsion:** Permanent separation from the University with no possibility of readmission. This sanction is recorded on the Respondent's academic transcript permanently. A Respondent is considered not in good standing with the University after being expelled. The Respondent may not attend classes (either in person or online) and is banned from being on or in any University Premises or On-Campus Housing. The expelled Respondent is also banned from participation in any University-sponsored/related activity or event and their FIU OneCard will be deactivated. A Respondent who is expelled from the University is not eligible for tuition nor registration fee reimbursement except as provided by University Policy. The Respondent will be administratively withdrawn from courses and will lose respective credit hours.

vii. **Remedies**

- i. No Contact Order: the requirement that the Respondent and/or friends have no contact with another person.
- ii. Restitution: Restitution to the University or to the impacted part(ies) of the violation. Any such payment on restitution will be limited to actual cost of repair, services not covered, or replacement costs.
- iii. Restrictions/Loss of Privileges: Restrictions or loss of privileges which may be imposed upon a Respondent for a specified amount of time, including but not limited to, participation in Student activities, University or Student events, representation of the University on athletic teams or in leadership positions, presence at University residence halls or other buildings/areas of campus, participation as a peer advisor, resident assistant or elected/appointed Student leader in Student Government or other Student Organizations, and/or participation in study abroad or alternative break programs. For a student organization, restrictions or loss of privileges include, but are not limited to, participation in or exclusion from Student activities, social events, intramural activities, alcohol functions or ~~in~~ on-campus facilities. Additional restrictions on University privileges and/or activities may be imposed on the Respondent based on their current or potential future activities.

viii. **Course Sanctions**

- i. **Grade Penalty on the Assignment/Exam/Project with Resubmission:** A point/grade reduction on the assignment/assessment in question, and with the permission of the Faculty member, an opportunity to resubmit the assignment/assessment with the addition of the implemented point/grade reduction.
- ii. **Grade Penalty on the Assignment/Exam/Project:** A point/grade reduction on the assignment/assessment in question.

- iii. **Overall Course Grade Penalty with Drop:** Receive a decrease in overall grade or an F for the entire course. However, the Student will be permitted to drop or withdraw from the course with approval from the SCAI Director or designee. Requests for drop consideration must be submitted in writing with rationale to the SCAI Director or designee, where the final approval rests and is not eligible for independent appeal outside of the formal conduct appeal process.
 - iv. **Overall Course Grade Penalty:** Receive a decrease in overall grade or an F for the course. A point/grade reduction for the entire course. There will be no ability to drop or withdraw from the course for any reason.
- vii. Violations of the Code that are motivated by prejudice toward a person or group because of such factors such as race, color, creed, religion, ethnicity, national origin, disability, age, marital status, genetic information, veteran status or any group/class protected by state or federal law may result in stronger sanctions.
- viii. Students who are found “Responsible” for Academic Misconduct violations under the Code are prohibited from using the Grade Forgiveness Policy for the course in which the Academic Misconduct occurred.
- ix. Sanctions take immediate effect unless appealed, except for suspensions or expulsions, which may be stayed until Final Agency action at the discretion of the SCAI Director. During such time, the SCAI Director may implement any supportive/interim measures available under the Code, excepting an interim suspension.
- x. Proof of the completion of the sanction(s) must be provided as directed in the decision letter. It is the responsibility of the Respondent to ensure that such proof is provided by the specified date. Failure of the Respondent to provide proof by the specified date may result in a charge of failure to comply, placement of a Student Conduct hold on a Respondent’s academic and University records, and suspension if the Respondent had been on deferred suspension.

~~16.~~17. **WITHDRAWAL FROM A COURSE PENDING CHARGES**

Upon receipt of notification of allegations of Academic Misconduct, a Student can choose to withdraw from the course in question, in accordance with the University policies related to course withdrawal. Students who withdraw from a course will have their ability to register for future semesters temporarily placed on hold until the SCAI Director or designee is assured that the Student is satisfactorily responding to the charges. Students who are found “Responsible” of Academic Misconduct in a course from which they have withdrawn are still eligible to receive the appropriate sanctions (as listed in Section 16) based on the case and may be reinstated to the course from which they have withdrawn.

~~17.~~ **PROCESS OF PRESIDENTIAL REVIEW**

- i. ~~The President will notify the SCAI Director within three (3) Business Days of notification of a disciplinary outcome if he/she wishes to review the underlying disciplinary matter. This review will serve as the appeal process for the Respondent. Any other appeal process will immediately cease.~~
- ii. ~~No later than one (1) Business Day after the President notifies the SCAI Director and the Appellate Officer, the SCAI Director shall notify the Respondent of the President's decision to review the underlying disciplinary matter including sanctions. The Respondent may provide the President with any information (including any documents supporting an appeal if not previously submitted) within three (3) Business Days of the SCAI Director's notification.~~

~~The President may only consider the information included in the Student Conduct file, any appeals submitted by the Respondent and Reporting Party (if applicable), and any information that was not reasonably available at the time of the hearing.~~

~~The President shall issue a written decision to the Respondent, Reporting Party (if applicable), Appellate Officer, and SCAI Director within fourteen (14) Business Days of notification of a disciplinary outcome. Decisions based on charges involving Hazing (Section 5(p)) will include an explanation for the decision and sanctions. The President's decision constitutes Final Agency Action and will include notice of the Respondent's right to appeal to an external judicial forum if the sanction is suspension or expulsion.~~

18. APPEALS

- i. **Appellate Officer:** The Appellate Officer for all appeals is the ~~Senior Vice President for Academic & Student Affairs~~ **Chief Student Affairs Officer** or designee.
- ii. **Appeal Form/Basis for Appeals:** The Respondent wishing to appeal must complete the appeal form in full, indicating the basis for the appeal, explain in detail the reasons for the appeal and attach supporting relevant documentation. The burden of proof rests with the person appealing to clearly demonstrate the reason for appeal as set forth below. Appeals are not a rehearing of the Student Conduct matter but are only a file and/or document review. The reason for the appeal must be based on at least one of the following:
 - i. Violations of the appealing party's rights or other failure to follow the Student Conduct procedures that substantially affected the outcome of the initial hearing. Appeals based on this reason will be limited solely to a review of the record of the hearing;
 - ii. New information which was not available at the time of the hearing and could not have been presented. In addition, the appealing party must show that the new information could have substantially affected the outcome; or
 - iii. The severity of the sanction is disproportionate to the nature of the charge(s).
- iii. **Appeal Requests:** All appeals must be written and submitted using the appeal form available in the decision letter.

The person wishing to appeal must complete the appeal form in full and send it to the Appellate Officer for receipt no later than 5:00pm of the seventh (7th) Business Day after the delivery date of the hearing decision letter. If the appeal form is submitted and/or signed by any individual other than the appealing party, it will not be accepted.

- iv. **Untimely Appeal:** If a hearing decision is not appealed within the timeframe, the original decision becomes Final Agency Action.
- v. **The Respondent's Status Pending Appeal:**
 - i. An appeal has no effect on a Respondent's status when the sanction was suspension or expulsion. The sanction(s) are effective immediately from the date of the decision, unless stayed until Final Agency action at the discretion of the SCAI Director. During such time, the SCAI Director may implement any supportive/interim measures available under the Code, excepting an interim suspension.
 - ii. If the Respondent appeals in any other case, once an appeal is requested, the sanction(s) will be stayed and will not take effect until the appeal process has been completed. Under these circumstances, a Respondent shall remain eligible to attend classes and University activities pending the appeal.
 - iii. If no appeal is requested, the sanctions will take effect immediately.
- vi. No person may hear or decide an appeal if they conducted or participated in the Code proceeding being reviewed on appeal.
- vii. The Appellate Officer shall first determine if sufficient grounds for the appeal exists and then, if so, may either deny the appeal, thus sustaining the initial decision and sanction(s), or do one of the following:
 - i. If the basis of the appeal is that the severity of the sanction was disproportionate to the nature of the offense and the Appellate Officer finds the appealing party proved their allegation, the Appellate Officer may modify the sanction.
 - ii. If the basis of the appeal is that there was a failure to follow the Student Conduct procedures that substantially affected the outcome, or that there was new information which was not reasonably available at the time of the hearing and could not have been discovered through the exercise of due diligence, which would have substantially affected the outcome and the Appellate Officer finds that the appealing party proved their allegation, the Appellate Officer will order a new hearing.
- viii. **Written Decision on Appeal:** The appellate decision is issued in writing to the Respondent within twenty-one (21) Business Days of receipt of the written request for appeal unless notification is given that additional time is necessary for consideration of the record on appeal.
- ix. **Effect of the Final Appellate Decision:** The decision of the Appellate Officer constitutes Final Agency Action. In the case of a suspension or expulsion of a Respondent, the decision of the Appellate Officer will include notice to the Respondent's right to appeal to an external judicial forum.
- x. **Academic Grievance Process:** The Respondent may not use the Student

Academic Grievance Policy as a way to appeal the filing of a complaint or the outcome of the Academic Misconduct process outlined in this regulation.

19. RECORDS

- i. All student conduct-related records, including records involving Conduct violations, Academic Misconduct violation, and FIU Regulation 105, will be housed in the web- based system maintained by SCAI.
- ii. The release of student conduct-related records will be governed by applicable federal and state laws regarding the privacy of education records.
- iii. SCAI may place a student conduct hold on the records and registration of any Respondent who has a pending Code matter, including any outstanding sanctions. Respondents may not be allowed to graduate or receive grades, until pending matter(s), including any outstanding sanctions, are resolved. The University reserves the right withhold a transcript until properly notated.
- iv. The official University email address on file with the Registrar's Office will be used for all student conduct correspondence sent. For Student Organizations, the official University email address on file with the Registrar's Office for the organization's respective President will be used. The Hearing Officer may, in their discretion, decide to send the notices via additional means (e.g., overnight delivery) and/or to other authorized University Officials.
- v. Suspension(s) and Expulsion will be noted permanently on a Student's academic transcript. Student conduct-related files are kept in compliance with General Records Schedule GS5, but not for less than seven (7) years from the date of the last incident(s) that the Respondent was involved in that resulted in Code charges. However, in the case of suspension or expulsion, the files shall be permanently retained.
- vi. Students may have access to the information in their student conduct and Academic Misconduct file by submitting a written request to the SCAI Director. The access will be provided in accordance with federal and state laws regarding the privacy of education records (FERPA) and University regulation (see FIU Regulation 108).

20. AUXILIARY AIDS AND SERVICES

- i. Students with disabilities as defined by the Americans with Disabilities Act who require special accommodations for meetings/hearings should notify SCAI and the Disability Resource Center in writing at least three (3) Business Days prior to any meeting or hearing.

21. CONFLICT RESOLUTION

- i. Not every matter processed through SCAI is required to go through summary resolution or a hearing. An overall goal of SCAI is to provide a learning process which entails understanding and respecting the rights of others. An avenue utilized by SCAI to foster mutual respect and understanding when differences arise is Conflict Resolution. Conflict Resolution through SCAI is an informal and confidential process.
- ii. Conflict Resolution may be utilized where the incident in question is minor in

- nature, the parties involved chose to participate, and the University cannot proceed with charges through the University student conduct system.
- iii. Conflict Resolution cases handled through SCAI will not be identified or filed as a student conduct matter. Conflict Resolution records will be maintained separate from student conduct files and will not be recorded or reported as part of a Charged Student's record. All Conflict Resolution files are private and will not be released without written consent except in cases where the conduct or behavior is a repeat offense. In repeat cases, this information is only released to the Hearing Body and only used if the Respondent is found responsible for a violation of the Code.
 - iv. Conflict Resolution files are kept for seven (7) years from the date of the resolution.
 - v. Participation must be voluntary, and either party can request to end Conflict Resolution at any time which may result in the initiation of the student conduct process for the behavior.

22. INTERPRETATION AND REVISION

- i. Any question of interpretation or application of the Code shall be referred to the ~~Senior Vice President for Academic and Student Affairs~~Chief Student Affairs Officer or designee for final determination.
- ii. The Code shall be reviewed periodically by a committee which shall include Student representation under the direction of the SCAI Director.
- iii. The Academic Misconduct procedures outlined in this regulation will be reviewed at least every three (3) years by a committee which shall include Student and faculty representation under the direction of the SCAI Director. The committee will be appointed by the Chair of the Faculty Senate, in consultation with the SCAI Director and the Faculty Fellow for Academic Integrity. Any changes to Academic Misconduct procedures must be approved by the Faculty Senate.

Contact: Director, Office of Student Conduct and Academic Integrity

Location: GC 311

Phone: (305) 348-3939 / Fax: (305) 348-6477

Email: conduct@fiu.edu

Webpage: conduct.fiu.edu

Authority: Florida Board of Governors Regulation 6.0105 Student Conduct and Discipline; Florida Board of Governors Regulation 6.010 Student Affairs Administration; Florida Board of Governors Regulation 1.001(4)(a)(10); and Section 7(d), Article IX, Florida Constitution. History—New June 19, 2012, Amended 9-17-12, 4-8-14, 6-8-18, 6-25-19 Amended 8-13-20, Amended 10-30-20. Amended 9-15-21. Amended 10-12-22, Amended xxx.

THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
Academic Policy and Student Affairs Committee
June 15, 2023

Subject: Proposed Amendments to Regulation FIU-2505 Alcoholic Beverages

Proposed Committee Action:

Recommend that the Florida International University Board of Trustees approve the revisions to Regulation FIU-2505 Alcoholic Beverages, and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the Florida Board of Governors (BOG) or as a result of the regulation-making process.

Background Information:

Proposed changes to Regulation FIU-2505 Alcoholic Beverages outline the responsible and permissible possession, service, and sale of alcoholic beverages at the Wolfsonian-FIU.

Section 1001.74(6)(b) of the Florida Statutes, provides, in relevant part, that each board of trustees shall have responsibility for the use, maintenance, protection, and control of university-owned or university-controlled buildings and grounds, property and equipment, name, trademarks and other proprietary marks, and the financial and other resources of the university pursuant to guidelines of the Board of Governors. Such authority may include placing restrictions on activities and on access to facilities, firearms, food, tobacco, alcoholic beverages, distribution of printed materials, commercial solicitation, animals, and sound.

Florida Board of Governors Regulation 1.001(3)(j), University Board of Trustees Powers and Duties, provides that each board of trustees is authorized to promulgate university regulations in accordance with the Regulation Development Procedures adopted by the Board of Governors.

Supporting Documentation: Regulation FIU-2505 Alcoholic Beverages

Facilitator/Presenter: Elizabeth M. Bejar

**THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES
FLORIDA BOARD OF GOVERNORS**

NOTICE OF PROPOSED AMENDMENT TO REGULATION

REGULATION NO.: FIU-2505

REGULATION TITLE: Alcoholic Beverages

SUMMARY: Proposed changes to this Regulation outline the responsible and permissible possession, service, and sale of alcoholic beverages at the Wolfsonian.

TEXT OF REGULATION: The full text of the proposed regulation can be viewed below and on the website of The Florida International University Board of Trustees, <http://regulations.fiu.edu/>. If you would like a copy of the proposed regulation, please contact Eli Deville, Departmental Administrator, Office of the General Counsel, 305.348.2103, devillee@fiu.edu.

AUTHORITY: Art. IX, section 7, Florida Constitution and Board of Governors Regulation 1.001.

NAME OF PERSON INITIATING PROPOSED REGULATION:

Dr. Elizabeth Bejar, Provost, Executive Vice President and Chief Operating Officer

ANY PERSON SEEKING TO COMMENT ON THE PROPOSED REGULATION MUST SUBMIT COMMENTS IN WRITING TO THE CONTACT PERSON LISTED BELOW. ALL WRITTEN COMMENTS MUST BE RECEIVED BY THE CONTACT PERSON WITHIN 14 CALENDAR DAYS OF THE DATE OF PUBLICATION OF THIS NOTICE.

CONTACT PERSON REGARDING THE PROPOSED REGULATION:

Eli Deville, Departmental Administrator, Office of the General Counsel
Florida International University, 11200 SW 8 Street, PC 511, Miami, FL 33199
Email: devillee@fiu.edu | Phone: 305.348.2103 | Fax: 305.348.3272.

DATE OF PUBLICATION: May 15, 2023

THE FULL TEXT OF THE PROPOSED REGULATION IS PROVIDED BELOW.

FIU-2505 Alcoholic Beverages

1. This regulation governs the responsible and permissible possession, service, sale, consumption, and distribution of alcohol at Florida International University (FIU or University) including, but not limited to, University events, activities, property, facilities, and academic courses. This regulation will ensure the health, safety, and well-being of all members of our community. University students, faculty, staff, and community members are subject to all applicable laws, rules, ordinances, and regulations regarding the possession, service, sale, consumption, and distribution of alcohol.
2. Definitions
 - a. The term “alcohol” or “alcoholic beverage”, as used in this regulation, includes beer, wine, hard liquor, distilled spirits, mixed drinks, and other beverages containing ethyl alcohol.
 - b. The term “sponsored by”, as used in this regulation, includes all events and activities on University Premises, as defined below, supported wholly or in part through funding, services or resources of any University budget entity.
 - c. The term “individual”, as used in this regulation, includes any employee, faculty, student, volunteer, vendor, or guest to University premises, volunteer or agent of the University, and their invited guests.
 - d. The term “University premises”, as used in this regulation, includes any facility, vessel, vehicle or real estate, whether owned, leased, rented or temporarily assigned, which is managed and operated under the authority of the University or an authorized agent of the University.
 - e. The term “event”, as used in this regulation, is a function on University premises which is either publicized, open to the general public or broader campus community.
 - i. The term “tailgate events”, as used in this regulation, is approved gatherings occurring in University designated areas which shall be restricted to specifically designated locations prior, during, and after athletic events, as determined by the ~~Senior Vice President of Academic and Student Affairs or designee~~Chief Student Affairs Officer or designee, under the supervision of the FIU Police Department.
 - f. The term “event organizer”, as used in this regulation is any individual, department, or entity who manages, coordinates, or hosts an Event.
3. No individual under the legal drinking age (21 years of age) may possess, serve, sell, consume, or distribute alcohol on University premises unless expressly permitted in this Regulation.
4. No individual may serve or otherwise provide alcohol to individuals under the legal drinking age on University premises unless expressly permitted in this Regulation.
5. Alcohol may be provided to students under the legal drinking age, but at least 18 years of age, enrolled in an approved and supervised course by the course faculty member

where the tasting of alcohol is a required component of the course. The student under the legal drinking age in possession of the alcohol is only permitted to taste, but not consume the alcohol. The course faculty member must be at least 21 years of age and remain in possession and control of the alcohol.

6. Requests to serve, sell, or distribute alcohol on University premises must be made to the Chief Student Affairs Officer or designee~~Senior Vice President of Academic and Student Affairs~~, except as noted below, at least three (3) weeks prior to the event through the Central Reservation System (<https://reservespace.fiu.edu/>), or a written document, contract or agreement, facility reservation form, memo, or letter describing the type of event, number of anticipated attendees, and appropriate event controls. The sale, distribution, or service of alcohol on University premises in the absence of this approval is a direct violation of this Regulation.
 - a. Although the ~~Senior Vice President of Academic and Student Affairs or designee~~Chief Student Affairs Officer or designee may approve the sale, service, or distribution of alcohol on University premises, only the Division of Alcoholic Beverages and Tobacco can issue the required legal permit to sell alcohol in the State of Florida.
 - a.i. For events held at the Wolfsonian, the Director of Museum Operations will serve as the designee to approve the sale, service, or distribution of alcohol. The Wolfsonian is required to annually report to the Chief Student Affairs Officer or designee~~Senior Vice President of Academic and Student Affairs~~ and FIU PD.
 - b. The event organizer must obtain the approval of the University Police Department who will determine if a uniformed officer(s) must be present during the event. In such cases where an officer(s) is required, the expense is the sole responsibility of the event organizer.
7. The following is required for all approved events on University premises where alcohol is present:
 - a. Alcohol must be sold and served by a licensed, insured, and trained third party vendor. Third party event servers/bartenders and attendants may exercise prudent judgment, consistent with their training, regarding the appearance of an individual in determining whether they satisfy the minimum age requirement. If, for any reason, proof of legal drinking age cannot be provided upon request, it is the responsibility of the server to deny the request.
 - b.i. For events held at the Wolfsonian, the Wolfsonian may also utilize its-trained staff~~University employees~~ to sale, serve, and distribute alcohol.
 - b. The designated server shall not be under the influence or consume alcoholic beverages during the event and all alcoholic beverages intended for service must be controlled by the designated server.
 - c. Any individual to whom alcohol is sold or served, or who attempts to purchase or consume alcohol on University premises must satisfy the legal age requirement of 21 years and demonstrate this by showing valid photo identification when asked.

The third-party server has the right to refuse to serve anyone who is under the legal drinking age or to anyone who appears to be intoxicated.

- d. With the exception of tailgating events and events at the Wolfsonian, individuals are not permitted to bring their own alcoholic beverages to events on University premises. Only those alcoholic beverages provided and served by the third-party vendor may be possessed or consumed at the event. The alcoholic beverages served must be consumed within the facility designated for the event.
- e. Non-alcoholic beverages must be available at the same place, provided in greater amounts than the alcoholic beverages provided, featured as prominently as alcoholic beverages, and made available for the entire duration of the event at a price equal to or less than the price of the alcohol being served. A sufficient amount of non-salty, non-snack food must also be available.
- f. At least two (2) printed signs shall be prominently displayed at each event with the following information:

NO ALCOHOL SOLD OR SERVED TO MINORS

PROOF OF AGE IS REQUIRED

NON-ALCOHOLIC BEVERAGES AVAILABLE

EVENT ORGANIZER RESERVES THE RIGHT TO DENY SERVICE

ASK AN ATTENDANT FOR ASSISTANCE, IF NECESSARY

Signs shall be at least 11 by 14 inches and no other message shall be included on these signs, however a single sign may be used to display this information in languages other than English.

- g. Alcohol will only be served to an individual for their own consumption. No one may obtain alcohol for another individual.
 - h. Alcoholic beverages may only be served until 1:00 a.m., and service must stop no less than 60 minutes before the end of the event: For events held at the Wolfsonian three (3) hours or less in duration, service of alcoholic beverages ~~For events longer than 3 hours, service must stop at least 60 minutes before the end of the event. For events 3 hours or less, service must stop at least 15 minutes before the end of the event.~~
 - i. No state appropriated, federal funds or A&S fees may be used to purchase or sell alcohol. Additional funding sources may also be limited.
 - j. Drinking contests, promotions, or any other activities which encourage the rapid and/or excessive consumption of alcoholic beverages shall not be permitted at the event. Examples include, but are not limited to, selling or serving on an “all you can drink” basis and promoting free or discounted alcoholic beverages for a certain segment of the population.
 - k. The ~~Senior Vice President of Academic and Student Affairs or designee~~ Chief Student Affairs Officer or designee may impose additional limitations and restrictions as deemed appropriate.
8. Advertisement and promotion of the use or consumption of alcohol at any event is prohibited, unless written approval of the content of the advertisement, the size, location and method of distribution of the promotional material are specifically reviewed and approved by the ~~Senior Vice President of Academic and Student Affairs or designee~~ Chief Student Affairs Officer or designee.

- a. Event sponsors, their subsidiaries, partners, or affiliated companies, who are also producers, sellers or distributors of alcoholic beverages shall not be recognized on printed or promotional materials unless authorized by the ~~Senior Vice-President of Academic and Student Affairs or designee~~Chief Student Affairs Officer or designee.
 - b. Advertisements and promotional materials of an event on University premises involving alcohol shall satisfy the following minimum requirements:
 - i. Advertisement and promotional materials for alcohol shall not promote the irresponsible use of alcohol.
 - ii. Advertisement and promotional materials, including advertising for any University sponsored event shall not make reference to the availability of alcoholic beverages unless the event is sponsored by the School of Hospitality Management in association with the FIU Beverage Management Program- or the event is hosted by and held at the Wolfsonian.
 - iii. Advertising for any event sponsored by the FIU School of Hospitality Management where alcoholic beverages will be served, and its availability is identified in the promotional material, shall specifically mention the availability of non-alcoholic beverages as prominently as the availability of alcoholic beverages.
9. In addition to all other requirements stated in this regulation, the following requirements shall apply to the service, purchase, possession, distribution, or consumption of alcohol on University premises at tailgating events.
 - a. Individuals and members of the public are strictly prohibited from entering any athletic event while carrying or bearing any type of container, open or closed, which contains any type of beverage.
 - b. Event organizers, Division of Academic and Student Affairs staff, and University Police reserve the right to deny access to athletic events to individuals who exhibit behaviors consistent with alcohol intoxication or who behave in any manner inconsistent with this Regulation.
 - c. The Chief of Police shall prepare and submit an Event Evaluation Summary and Recommendation Report to the Chief Student Affairs Officer or designee~~Senior Vice-President of Academic and Student Affairs~~ within 72 hours of each tailgating event and shall specifically address findings related to the use or abuse of alcohol at each event on each report.
10. Nothing in this regulation absolves individuals from complying with federal and state laws, federal research regulations, University regulations and policies, and other applicable laws, regulations, rules, and policies on the use and consumption of alcohol including, but not limited to, federal and state laws regarding Drug Free Workplaces and University policies on Campus/Workplace and Drug and Alcohol Abuse Prevention.
11. Violations of this Regulation and applicable laws may subject individuals to discipline and sanction including, but not limited to, criminal prosecution, discipline by the Department of Human Resources up to and including termination, and discipline by the

Office of Student Conduct and Conflict Resolution up to and including expulsion.

Authority: Art. IX, sec 7, Fla. Const., Board of Governors Regulation 1.001; History: New 8-12-85, Formerly 6C8-11.005, Amended 4-16-91, 9-3-03, 8-22-04, Formerly 6C8-11.005, Amended 6-18-08, 6-25-19, Amended xxx.

THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
Academic Policy and Student Affairs Committee
June 15, 2023

**Subject: Proposed Amendment to Regulation FIU-2506 Academic Program Termination
and Temporary Suspension of New Enrollments**

Proposed Committee Action:

Recommend that the Florida International University Board of Trustees approve the revisions to Regulation FIU-2506 Academic Program Termination and Temporary Suspension of New Enrollments and delegate authority to the University President to approve any subsequent non-material amendments based on comments to the Regulation received from the State University System of Florida Board of Governors.

Background Information:

To align with changes to Board of Governors' regulations, proposed changes to FIU-2506 include:

- A change in the title of the regulation to "FIU-2506 Authorization, Termination, and Temporary Suspension of Degree Programs."
- In accordance with Regulation 8.011, addition of a new provision noting that all proposals for new degree programs shall be approved in accordance with Board of Governors regulations and university policy.
- Addition of a new provision allowing institutions to terminate programs at the doctoral and professional level without having to come to the Board of Governors for approval.
- In accordance with Regulation 8.002, addition of a new provision prohibiting institutions from terminating a program funded through Education and General funds in favor of an identical or similar self-supporting or market tuition rate program at the same level.
- In accordance with Regulation 8.008, addition of a new provision requiring the termination or suspension of new enrollments in nursing master's programs to be approved by the Board of Governors before implementation.

Also in alignment with the Board of Governors' regulation, a change is proposed to update the process for requesting a temporary suspension of enrollment: the Board of Governors' regulation does not require Board of Trustees approval for temporary suspensions of enrollment.

Supporting Documentation:	FIU-2506 Academic Program Termination and Temporary Suspension of New Enrollments
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Facilitator/Presenter:	Elizabeth M. Bejar
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**THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES
FLORIDA BOARD OF GOVERNORS**

NOTICE OF AMENDMENT TO REGULATION

REGULATION NO.: FIU-2506

REGULATION TITLE: Academic Program Termination and Temporary Suspension of New Enrollments

SUMMARY: Proposed changes include a change in the title to capture revisions to Board of Governors Regulations 8.011, 8.002, and 8.008; addition of a provision noting all proposals for new degree programs shall be approved in accordance with Board of Governors regulations and University policy; addition of a provision allowing termination of programs at the doctoral and professional level; addition of a process for requesting temporary suspension of enrollment; addition of a provision prohibiting termination of a program funded through Education and General funds in favor of an identical or similar self-supporting or market tuition rate program at the same level; and addition of a provision requiring the termination or suspension of new enrollments in nursing master's programs to be approved by the Board of Governors before implementation.

TEXT OF REGULATION: The full text of the Proposed Regulation can be viewed below and on the website of The Florida International University Board of Trustees, <http://regulations.fiu.edu>. If you would like a copy of the proposed Regulation, please contact Eli Deville, Departmental Administrator, Office of the General Counsel, devillee@fiu.edu, 305.348.2103.

AUTHORITY: In accordance with Board of Governors' Regulations 8.002, 8.008, 8.011, and 8.012

NAME OF PERSON INITIATING PROPOSED REGULATION:

Dr. Elizabeth Bejar, Provost, Executive Vice President and Chief Operating Officer

ANY PERSON SEEKING TO COMMENT ON THE PROPOSED REGULATION MUST SUBMIT COMMENTS IN WRITING TO THE CONTACT PERSON LISTED BELOW. ALL WRITTEN COMMENTS MUST BE RECEIVED BY THE CONTACT PERSON WITHIN 14 CALENDAR DAYS OF THE DATE OF PUBLICATION OF THIS NOTICE.

THE CONTACT PERSON REGARDING THIS REGULATION IS:

Eli Deville, Departmental Administrator, Office of the General Counsel,
Florida International University, 11200 SW 8th Street, PC 511, Miami, FL 33199
Email: devillee@fiu.edu | Phone: 305.348.2103 | Fax: 305.348.3272

DATE OF PUBLICATION: May 15, 2023

THE FULL TEXT OF THE REGULATION IS PROVIDED BELOW:

FIU-2506 ~~Authorization, Academic Program Termination,~~ and Temporary Suspension of ~~New-Enrollments Degree Programs~~

1. Authorization of Academic Degree Programs
 - a. All proposals for new degree programs shall be reviewed and approved in accordance with FIU Policy Authorization of New Academic Degree Programs and Other Curricular Offerings # 350.010.
2. Academic Program Termination
 - a. To ensure the efficient use of state resources and maintain the quality and relevancy of academic programs offered within the State University System (SUS), programs at Florida International University (University) may be terminated. Reasons for terminating programs may include but are not limited to the following:
 - i. Enrollments are no longer sufficient to justify the cost of instruction, facilities, and equipment; ~~or the program duplicates other offerings at the university;~~
 - ii. The program duplicates other offerings at the University;
 - iii. Faculty or other resources are no longer sufficient to deliver a high-quality program;
 - iv. The program is no longer aligned with the mission or strategic goals of the University or the Board of Governors (BOG); or
 - v. The program no longer meets the needs of the citizens of Florida in providing a viable educational or occupational objective.
 - b. No program funded through the Education and General budget may be terminated in favor of an identical or similar self-supporting or market tuition rate program at the same degree level.
 - c. Programs may be identified for termination by the academic program, college or department director, chair, dean, or faculty, ~~the Senior Vice President for Academic and Student Affairs,~~ and/or the Provost. The BOG Program Termination Form, available upon request to the Office of the Provost, must accompany the recommendation.
 - d. In considering programs for possible termination, the following items will be evaluated:
 - i. Relationship of the program to the University Mission;
 - ii. Relationship of the program to University Strategic Objectives;
 - iii. (Student FTE)/(Faculty FTE);
 - iv. (Program Expenses)/(State appropriations plus tuition);
 - v. Number of graduates;
 - vi. Time to degree;
 - vii. Percent completing within four (4) years, six (6) years, or (8) eight years for graduate programs;
 - viii. Faculty scholarly and/or creative productivity;
 - ix. Record of faculty external funding, where appropriate;
 - x. Impact on students in the program;
 - xi. Impact on educational opportunities for underrepresented minorities;
 - xii. Impact on faculty in the program;
 - xiii. External community financial support; and
 - xiv. Accreditation status for accredited programs.
 - e. All proposals for program termination must include:
 - i. A plan to accommodate students active in a scheduled program termination.
 1. All students will be allowed a reasonable amount of time to graduate. The teach-out plan must include a timeline, with written, verifiable notification to affected students of the last date by which they must graduate and the University Curriculum Committee program deletion

form.

- ii. A plan to accommodate faculty in a scheduled program termination. University administration and the Board of Trustees shall make a reasonable effort to locate appropriate alternative or equivalent employment within the University for faculty affected by the program termination in accordance with the UFF Collective Bargaining Agreement.
- iii. Plan for notification to Florida College System (FCS) institutions of a scheduled baccalaureate program termination. The University's liaison to the Statewide Articulation Committee will inform the FCS of the program closure and removal from the Common Prerequisite Manual.
- iv. A process for evaluation and mitigation of any potential negative impact on the current representation of ~~women and ethnic minorities within the~~ faculty and students.
 1. The Provost or designee will review the proportional gender and ethnic/racial representation of the current population ~~of women and ethnic minorities within of the~~ faculty and students in the university versus the proportional population in the program proposed for termination.
 2. If there is no significant difference in the proportional population loss ~~of the groups in question~~, no efforts at mitigation are necessary.
 3. If the loss of student or faculty ~~females and ethnic minorities~~ through program termination is significant, the program termination may be cancelled or a plan for mitigation must go into effect. The plan could include among others special emphasis in graduate and undergraduate recruitment to significantly increase student groups lost in the termination. Another option would be to institute new or expand existing programs which would replace the numbers of student or faculty ~~women or ethnic minorities~~ lost in termination.

f. Approval for Program Termination

- i. The Provost will review all proposals for program termination with input from appropriate curriculum committees and financial administrators, and advice from the dean and Faculty Senate. If approved, the Provost shall present the proposal of program termination to the Board of Trustees for approval.
- ii. ~~Program terminations for professional and doctoral level degree programs must also be approved by the BOG. In its request to BOG, the University will provide documentation that it has followed its established policies, including those related to faculty affected by program termination, and a student teach-out plan. Requests for termination of Nursing master's degree programs in nursing, which must also be approved by the BOG in accordance with BOG Regulation 8.008 Nursing Education. The Board of Trustees must approve the termination prior to the start of the effective term.~~
- iii. Upon termination of a degree program, the University will submit to the BOG a request for termination prior to the start of the effective term.
- iv. The Southern Association of Colleges and Schools must approve the program termination and the teach-out plan prior to the start of the effective term.

3. Temporary Suspension of New Enrollments in an Academic Program

- a. A program that temporarily suspends new enrollments remains an active program in the SUS Academic Degree Program Inventory. Students currently enrolled may continue to progress towards degree completion. A program can be temporarily suspended for new

enrollments for up to nine (9) consecutive terms, including summer. At the end of the ninth term, the University must notify the BOG Office on the desired course of action for the program. A program's temporary suspension can be removed by the University at any time and the program can begin accepting new enrollments, with notification to the BOG Office.

- b. ~~This regulation for~~ To temporarily program suspensions of new program enrollments includes the following procedures:
 - i. Programs may be identified for suspension by the academic program, college or department director, chair, dean, or faculty, ~~the Senior Vice President for Academic and Student Affairs,~~ and/or the Provost. The BOG Temporary Suspension of New Enrollments in an Academic Program Form, available upon request to the Office of the Provost, must accompany the recommendation.
 - ii. In considering programs for possible suspension, the following influencing factors will be evaluated:
 - 1. Curriculum revision;
 - 2. Key faculty member(s) vacancies;
 - 3. Changing accreditation standards;
 - 4. Reprioritizing university resources and/or efforts;
 - 5. Diminished student demand for the program;
 - 6. Number of graduates.
 - iii. ~~The institution decision-making process must~~ Consider if there will be any undue loss of educational opportunities for underrepresented minorities.
 - iv. The Provost ~~(or Provost's designee) will review~~ has the responsibility to review and approve a recommendation for program suspension with advice from the dean, with the exception of the suspension of new enrollments for master's degree programs in nursing, which must be approved by the BOG in accordance with BOG Regulation 8.008 Nursing Education.
 - ~~v. Temporary suspensions of degree programs will~~
 - v. ~~then be submitted to the BOT by the Office of the Provost.~~ FIU's liaison to the Statewide Articulation Committee must notify FCS institutions that the University has begun the process of temporary suspension of new enrollments in a baccalaureate program.

Authority: Art. IX, sec. 7, Fla. Const., Board of Governors Regulation 8.012; History: New, October 11, 2019, Amended xxx.

ACADEMIC AFFAIRS REGULAR REPORTS

- I. Academic and Student Affairs**
- II. Enrollment Management and Services**
- III. Faculty Senate**
- IV. Information Technology**
- V. Research and Economic Development / University Graduate School**

I. ACADEMIC AND STUDENT AFFAIRS

1. First Scholars Institution Designation

FIU has been designated a First Scholars institution by the Center for First-Generation Student Success in recognition of the university's commitment to support students who are among the first generation in their families to attain bachelor's degrees. FIU has been designated by the center as a First Forward institution since 2017. First Scholars is an advanced designation and was granted by the center following rigorous review of FIU's strategic, institution-wide initiative to provide wrap-around support services, financial assistance and more to first-generation students, who represent one-fifth of the undergraduate population and who face unique challenges as they attempt to break familial cycles and chart new paths. First-generation initiatives are overseen by the Office of Student Access and Success.

2. Florida Career Centers Consortium

In March, FIU hosted the Florida Career Centers Consortium for its Spring 2023 in-person meeting. The consortium aims to connect students and alumni of Florida's 12 public universities through career development initiatives and become a source of top talent for recruiters and employers. The consortium also collaborates to share career center best practices and coordinate a statewide effort to graduate employment-ready students. Topics discussed included: skills mapping and industry analysis; engaging university-wide discussions on experiential learning and integrating career engagement into the classroom; and how to comply with and exceed the requirements of HB 1261 – for which FIU has launched the [Panther Career Readiness Module](#) as well as an [extensive catalog of Micro-Credential courses](#) teaching in-demand hard and soft skills.

3. Student Life Awards

Twenty-three students and one student club were recognized in April for outstanding leadership, service, innovation, and scholarship at the 2023 Outstanding Student Life Awards. Among these remarkable students, two especially outstanding Panthers rose above the crowd for special recognition: Laura Garcia Barcia, a doctoral candidate in FIU's Predator Ecology & Conservation Lab, received the Presidential Award. Garcia Barcia's work to protect endangered sharks and deter illegal shark fin trading has garnered international attention, which led to the Hong Kong Center for Food Safety enhancing surveillance of fins on the market. She also helped launch a unique partnership between the ANGARI Foundation and FIU to engage middle and high school students in marine science research, and she is a dedicated mentor to the next generation of marine scientists studying at FIU. Fernando Melara, a senior majoring in biomedical engineering and College of Engineering & Computing senator for SGA, received the Larry W. Lunsford Leadership Award. In addition to mentoring young contestants on the academic Olympiad team of his home country, El Salvador, Melara serves as a learning assistant for multiple departments at FIU. Melara's research has also received national attention, earning him the opportunity to present his work to the National Institutes of Health; and he is part of a team of students who developed a new surgical stapler, for which a patent is pending. [View the full list of 2023 awardees in FIU News.](#)

II. ENROLLMENT MANAGEMENT AND SERVICES

1. University Admissions

From January 2023 until the end of the Summer/Fall 2023 recruitment cycle, the Office of Admissions, in conjunction with the Offices of Scholarships, Financial Aid, CRM, and Admissions Operations engage in a suite of yield activities and events; at the same time, we kick-off our 2024 recruitment efforts. Through our current yield initiatives, we expect to enroll a larger class of incoming FTIC (when compared to last

year at this time) without having a substantial negative impact on academic profile values. Table 1 includes a summary of the Summer/Fall FTIC deposited students

Table 1
Deposited FTIC for the Summer/Fall 2023 Cycle

Cohort	Count	Avg. GPA	Avg. SAT	Avg. ACT
Six Year Graduation Cohort	6,019	4.1	1160	23.5
Four Year Graduation Cohort	4,160	4.22	1187	24.6
Preeminent Cohort	1,765	4.31	1296	27.5

University Admissions has been planning and executing yield events throughout the spring to increase deposits and eventual enrollment for summer and fall 2023.

Admitted student receptions were hosted in Tampa and Orlando. Admitted students and families are invited to meet FIU staff and alumni at a reception where they are treated to food, a short presentation and have the opportunity to engage with current and former Panthers. On March 28th in Tampa, there were 96 attendees total, 48 admitted students and 48 guests. On March 29th in Orlando, there were 79 attendees, 34 admitted students and 45 guests.

Admitted Student Day was held on the MMC Campus on Saturday, April 1, 2023 and at BBC on March 18th. The event was open to all newly admitted undergraduate students who were admitted to FIU for the summer or fall of 2023 and spring of 2024.

2. Transfer and Transition Services (TTS) and Connect for Success (C4S)

The Florida Consortium of Metropolitan Research Universities, in partnership with FIU, UCF, and USF, hosted the Articulation Platform Technology Symposium from January 22-25 in Tampa. The overarching goal of the convening was to conceptualize the development, design, and evolution of a user interface where students can access transfer course equivalencies, request equivalencies, and assess applicability of transfer credits to majors.

On April 5th, FIU hosted Miami Dade College (MDC) in the Graham Center Ballrooms to celebrate the 25th anniversary of FIU-MDC Day. This annual meeting, which convened over 180 administrators, faculty, and staff, is meant to affirm our interinstitutional articulation agreements, grants, programs, and evolving practices that engender transfer student success. In addition to offering 14 concurrent sessions by academic discipline or student services, the convening showcased exemplary partnerships, such as Humanities Edge (grant), Psychology Department (improved outcomes in prerequisite completion), TRIO (early engagement), and MDC MAGIC and FIU CARTA (new AS articulation agreement). A student panel cemented our lasting impact in faithfully serving the South Florida community by making post-secondary education accessible and attainable.

Our transfer credit equivalency team reviewed 3,288 transfer courses for the spring 2023 term. Our equivalency and transfer credit processing teams are currently reviewing transfer courses, and working on all associated onboarding supports, for students entering in summer and fall 2023 terms. Lastly, our team has articulated 90,252 domestic and 7,326 rules, which supports a transparent, objective, and timely credit articulation process for students.

Connect4Success

During the spring 2023 term, the C4S team served 2,044 students through individual advising appointments, new virtual “drop-in” hours, workshops, and partner college events. Bridge Advisors, housed at Miami Dade College, Broward College, and Palm Beach State College, met with 997 students in individual advising appointments (in-person and virtually), while 989 students were reached via our “Final Transition to FIU” and “Get Major Ready” workshops, as well as college fairs, and other events. This term, the team piloted twice weekly “Virtual Drop-In Hours” to support students seeking “quick touchpoints” during high demand periods for individual appointments. To date, we have served 58 students via 11 virtual drop-in sessions. Next, we are piloting personalized virtual pre-transition support (e.g., transfer credit, housing options, transfer engagement/community) for out-of-state students, out-of-area C4S students, and special populations (e.g., students from local rural campuses).

3. Financial Aid

Disbursement

As of April 21st, we delivered \$195.7 million in aid for the Spring 2023 semester. At this time last year, we awarded \$226.3 million. This reduction reflects no HEERF money spent for student emergency grants for Spring 2023 as all funds were expended in Spring 2022.

Draft 3 Year Cohort Default Rate

Our Draft Cohort Default rate for 2020 is .10%. The final rate will be published in September 2023 and is usually similar to the draft rate. The large reduction is reflective of the continuing pause in repayment during the Pandemic. We will see further reduction next year as the repayment pause is still in effect until August 31, 2023 and all borrowers who were delinquent or in default will be changed to current in good standing status at that time.

4. Office of Scholarships

Merit Scholarships

For the 2023-2024 academic year, we are focusing on continuing to refine our merit aid program. Merit aid not only recognizes students for their academic achievements, but also provides the financial resources for students to make their dreams a reality.

Together with University Admissions, we held a Scholar Breakfast for students who received a premier merit scholarship award during admitted student day. Students and families were treated to breakfast, a coffee bar, and a meeting with Roary hosted by Provost Bejar. Many of the guests of the event attended the Honors College information session and then continued through to the other events associated with the special day.

As of April 26, 2023, we have committed 9 national merit finalists for the Fall 2023 class (two more than 2022). We recruited our third set of College Board Scholars, a group of 13 College Board Hispanic Scholars. Our institutional merit scholarships yielded 107 Presidential Scholars, 46 Ambassador Scholars, 66 Transfer Scholars and 443 Gold and Blue Scholars. Our raise.me scholarship program yielded 610 students, many with no other forms of scholarship assistance available.

5. University Registrar

Comprehensive Catalog and Curriculum System

Through FIU's competitive solicitation process, and after over a year of preparation and processes, a team from our office, in conjunction with Academic Planning and Accountability, successfully executed a contract for a comprehensive curriculum and catalog system with Coursedog. This new system will integrate with PeopleSoft Campus Solutions and provide a singular, paperless system for workflow, historical tracking of curricular changes, housing for official current and previous curriculum, and the ability to produce a web-compatible catalog process and other publications such as the student handbook. This will include the creation, modification of programs and courses for curriculum and publishing of the University catalog.

The Comprehensive Catalog and Curriculum Management System and its integration with our Student Information System will allow the university to improve the students' experience by facilitating their admission, progression, and graduation. Furthermore, the system's ability to streamline the curriculum review process will create efficiencies and reduce academic administrative loads on faculty and other employees. This streamlined, accessible, timely, and electronic process will align curriculum with career needs to ensure employment readiness, post-graduation success, and workforce and industry advancement for our students. This will also be used for prospective students as they will have access to timely and up-to-date program information.

It is expected that this process will be in full production for the beginning of the 2024-2025 academic year.

III. FACULTY SENATE

During the months of March, April and May, the Faculty Senate topics of discussion and approval were the following: Support from the Provost, President Jessell, and the BOT to the Faculty Senate's resolution in support of academic freedom; conflict of the Adam Smith Center for Economic Freedom with SIPA; Effect of SB266/HB999 on UCC requirements and implications for all academic units. FS supported the Resolution Regarding the FIU Libraries Adherence to and Support for Intellectual and Academic Freedom and Associated Professional Standards. FS supported the Steven J. Green School of International Affairs statement, "Statement of Concern about the Consequences of HB999 for FIU Students. Recommendation to create FAQs for resolutions to be disseminated. FS Chair reported on Advisory Council of Faculty Senates-(ACFS) effective work for positive changes. FS Vice-Chair presented motion: The Faculty Senate does not have confidence in the Chair, motion approved. Chair of the Nominating Committee explained process of electing a new Faculty Senate Chair.

FS is currently identifying 3-5 Faculty who would like to join a Task Force regarding SB 266 as asked by Provost. This Task Force will closely work with FIU administration to make sure that Faculty's viewpoints are heard in regard SB 266 and its implementation. FS is also closely monitoring the implementation of the new mission of the Adam Smith Center and the development of applicable FIU policy related to that. A Security on campus survey was conducted and data is being analyzed and will be shared soon. All Curriculum Bulletins were approved, FS committee are preparing and presenting their annual reports. Chair Butchey attended the BOG meeting at FAMU in Tallahassee together with the ACFS. During that time, she met with multiple governors and the chancellor to discuss possible impact of pending legislation. Chair Butchey decided to resign effective August 1st. The FS follows the predetermined procedure according to its constitution and bylaws. The Nomination Committee of the Faculty Senate will present

up to 2 candidates for FS chair who will finish Chair Butchey's term (one year remaining). The new chair will be elected at the first FS meeting September 12th. Meanwhile, vice-chair Barengo will act as interim/acting chair. Currently, the units are electing their Faculty representatives for the Senate that will start to meet September 12th. The new Steering Committee will start to work soon thereafter. The FS The Senate shares with the University administration the duty to protect academic freedom and effective shared governance.

IV. INFORMATION TECHNOLOGY REPORT

1. Cloud Security Enclave for the Office of Research & Economic Development

The Division of IT is in the process of piloting the Cloud Security Enclave environment, which is designed for the secure hosting and analysis of restricted research data. This will also provide a walled off area in which researchers' data is segregated from other researchers' projects. This environment is required for Level 2 Cybersecurity Maturity Model Certification (CMMC). CMMC is used by the US Department of Defense (DoD) and any government grant with a Defense Federal Acquisition Regulation Supplement (DFARS) clause. Additionally, this will provide secure email, storage, and compute capabilities with a range of security controls to address cybersecurity compliance and ensure we can measure up to the CMMC 2.0 standard.

2. Hardening and Strengthening Critical IT Services

The Division of IT continues to enhance its IT infrastructure by hardening and strengthening critical IT Services. The hardening of the Emergency Operations Center (EOC) IT infrastructure entailed dedicating an IT room adjacent to the EOC with redundant power and environmentally controlled conditions. This new area provides a protected space where critical IT applications can continue working during and after a hurricane. The strengthening of IT critical services allowed us to plan and collaborate with other units such as Facilities Management, Housing, Public Safety, as well as Parking and Transportation to leverage this new IT environment. Important IT services that are now housed here are networking services for the EOC, university network security services and virtual hosting services which provides a home for critical applications owned and used by Housing, Public Safety, Facilities including Parking and Transportation. Another IT service housed here is the university's surveillance system. Along with the Division's cloud strategy, this enhanced IT environment has allowed the Division's response to Hurricane preparedness to be highly effective and provide the means to mitigate service outages quickly during and after a storm.

3. New Password Standard

As part of our ongoing efforts to protect the University's information, we will be aligning FIU's password policy strategy with the National Institute of Standards and Technology (NIST) Cybersecurity Framework. The new strategy will be applied to all IT-managed applications, systems, and websites. As part of the new password standard: passwords will need to be a minimum of 16 characters, continue to pass a basic complexity check, no longer expire, and users will not be able to use the previous 10 passwords.

V. RESEARCH AND ECONOMIC DEVELOPMENT / UNIVERSITY GRADUATE SCHOOL

1. External Grant Awards' Performance

The value of awards received during the first three quarters of fiscal year (FY) 2022-2023 increased by 38% when compared with those received during the same period last fiscal year (from \$139.8M to \$192.7M). After the first three quarters of the current FY, we have surpassed the total awards for FY 2021-2022 by \$4M. Three colleges have also surpassed the prior FY totals during the first three quarters of FY 2022-2023, with CASE already \$11M ahead of last FY, CEC ahead by \$6M, and CARTA double

than all of last FY. Centers and institutes experienced an increase of 71%, from \$54M to \$92M. Most notable among centers and institutes are the STEM Institute (\$0.87M to \$5.3M); Community Based Research Institute (from \$1.7M to \$4.3M); Gordon Institute for Public Policy and Citizenship (from \$2.4M to \$9.1M); ARC (from \$3.4M to \$6.1M); Lehman Center for Transportation Research (from \$0.3M to \$1.4M); Center for the Administration of Justice (from \$0.05 to \$1M), and LACC (from \$0.5M to \$1.5M). Among funding sources, the distribution changed little when compared with last year during the same period (federal 76% to 73%; state/local 12% to 13%, and private/other 12% to 14%).

2. Innovation, Partnerships and Economic Development

StartUP FIU is working with 24 faculty members at various stages of research commercialization. During the quarter, StartUP FIU supported Dr. Lihua Lou and Dr. Mohamad El Zomor towards receiving NSF I-Corps grants, each totaling \$50,000. StartUP FIU also supported Dr. Wenzhi Li towards receiving a \$250,000 NSF Partnerships for Innovation (PFI) commercialization grant, bringing the total grants raised this quarter to \$350,000. In addition, three (3) talks were offered as part of the Faculty Research Innovation Series with 81 faculty, postdocs, and Ph.D. students in attendance. This quarter, StartUP FIU managed the GSK Innovation Challenge, made possible by a \$250,000 grant from GSK, formerly Glaxo Smith Kline Pharmaceuticals. This dynamic, 12-week innovation program, working on a real-world challenge, attracted a total of 61 undergraduate student applicants from diverse majors including computer science, chemistry, and architecture. Altogether, 27 students were selected to help find new and innovative solutions. In addition, StartUP FIU organized two (2) interactive events with a total of 50 students. These hands-on teaching opportunities covered the basics of mobile development and how to unleash student creativity using tools such as AI and machine learning. Moreover, 125 students attended the Hacker Nation learning community events during this period. Continuing its focus on external partnerships and opportunities, StartUP FIU students participated in various business competitions and applied to leadership programs taking place within the local community. Notable mentions include the Florida Atlantic University (FAU) Business Pitch Competition, where Lara Garcia, a member of the StartUP FIU student leadership program won first place and a \$10,000 cash prize; Hult Prize Regionals, where students Ana Rivero and Ana Julia Segala were selected to go to the Hult Regional Summit in Rio this year; the eMerge Americas Millennium Rising Stars, where two StartUP FIU student leadership program members, Lina Henriquez and Adrian Mills, were named Rising Stars at eMerge Americas. The program connects top graduating seniors from local universities with an elite network of corporate partners looking to hire talent. StartUP FIU Local also hosted the Bank of America Small Business Kick-Off event, featuring Keynote Speaker, Shalaya Morissette, Chief of the Minority Business and Workforce Division at the Department of Energy. The event also had 18 StartUP FIU Local entrepreneurs showcasing their products and services and attracted 198 additional small business entrepreneurs who attended panel sessions relating to digital innovation, procurement, and access to capital. The staff from Technology Management supported Dr. Markondeya Raj Pulugurtha on a \$250K NSF PFI-TT grant application received this quarter, entitled "Enhancing Manufacturing with Real-Time Defect Detection using mm-Wave Antenna Sensors." During the period between January 1 and March 31, 2023, we received 18 intellectual property disclosures, filed 12 US patent applications, received 12 patents, and executed 2 license agreements.

3. University Graduate School (UGS)

As of March 27, UGS received 2,539 applications for doctoral programs, a small decrease (1%) when compared to last year. Thus far, we have admitted 340 doctoral students, a 5% decrease compared to last year. The application deadline for masters' programs is June 1, and UGS has so far received 6,280 applications, a 1% decrease compared to last year. We have admitted 1,366 masters' students, a 5% decrease compared to last year. We expect to award 263 research doctorates this year, a 9% increase over the prior year and the highest number of research doctorate degrees in FIU's history. On January 20, UGS held its fifth in-person annual 3-Minute Thesis (3MT) Competition finale. The 3MT®

was established by the University of Queensland, Australia (QUT) in 2008 and is now held at many universities worldwide. It provides a unique opportunity for graduate students to showcase their research and engage a broader audience. As part of the competition, the students present their thesis in 3 minutes with just one slide to a live audience and panel of judges comprised of external partners and important FIU stakeholders. The following students received top prizes: 1st place – Brandon Aguiar, Materials Science and Engineering MS; 2nd place – Madeline Cisneros, English MA; 3rd place – Deborah Hew, Linguistics MA. The 1st place winner is invited to pitch at the Florida Conference of Graduate Schools in Miami on April 19. UGS continues to focus on providing more support to graduate students on their writing efforts. On January 12-13, we partnered with the Writing Across the Curriculum program to host a 2-day training for the UGS Writing Fellows (doctoral students selected to serve as writing facilitators in their departments.) During the training, students learned how to identify and navigate genres of writing in their disciplines, apply self-editing strategies, respond effectively to various disciplinary rhetorical contexts of writing, and facilitate a writing group. As part of UGS professional development offerings, on February 16, UGS hosted a workshop attended by 20 doctoral students facilitated by Mr. Frantz Williams, an MPA alumnus, on personal branding and networking. The workshop focused on building important skills to position students for career success. In January, UGS appointed its first 4 National Science Foundation-funded Bridge to the Doctorate fellows and held an orientation with their faculty mentors in February. These fellows will be joined by another 8 graduate students in the fall to participate in several interventions to support their development as scholars and retain them in graduate school. To better facilitate doctoral students' degree completion, UGS started offering workshops to help students meet graduation requirements and prepare dissertation documents. On January 18 and February 15, 42 and 32 doctoral students attended graduation workshops, respectively.

4. FIU Research Productivity Overview – Past 10 Years

**JANUARY 2022, CHRONICLE OF HIGHER EDUCATION RANKS
FIU #9 AMONG TOP GROWTH UNIVERSITIES THAT MORE THAN
DOUBLED RESEARCH IN PRIOR 10 YEARS***



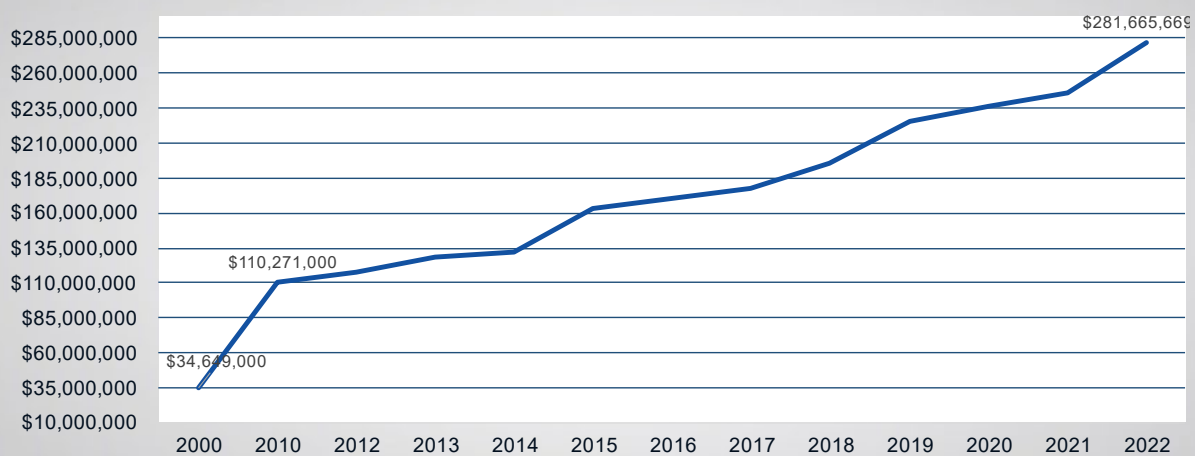
Institution	FY 2010 (in thousands)	FY 2020 (in thousands)	% Change
1. Indiana U. at Bloomington	\$177,250	\$728,554	310.4%
2. George Mason U.	\$84,120	\$221,006	162.7%
3. New York U.	\$365,944	\$947,293	158.9%
4. Northeastern U.	\$79,949	\$200,068	150.2%
5. Georgia State U.	\$81,015	\$202,451	149.9%
6. Uniform Services U. of the Health Sciences	\$134,126	\$324,510	141.9%
7. Temple U.	\$124,528	\$299,707	140.7%
8. U. of Virginia	\$276,308	\$652,002	136.0%
9. Florida International University	\$110,271 (public rank #135)	\$236,842 (public rank #72)	114.8%
10. Harvard U.	\$583,361	\$1,239,983	112.6%

*Source: Chronicle of Higher Education, January 11, 2022 *Where Research Spending Keeps Growing Up*, Audrey Williams June

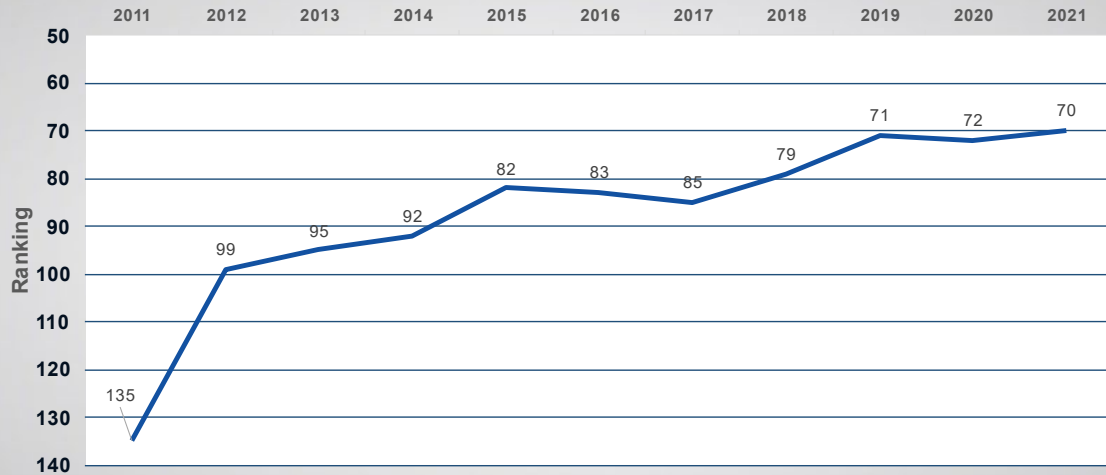
PERCENT CHANGE IN RESEARCH CATEGORIES IN PAST 10 YEARS

Category	Percent Change
Total Research Expenditures	+139%
Total Research Awards	+97%
Personnel on Research Grants	+244%
Principal Investigators	+123%
Recovered F&A	+147%
NIH Awards	+174%
NIH R01 Grants	+182%
NIH-Related Publications	+8,800%
Patents	+5,900%
Research Doctorate Degrees	+69%

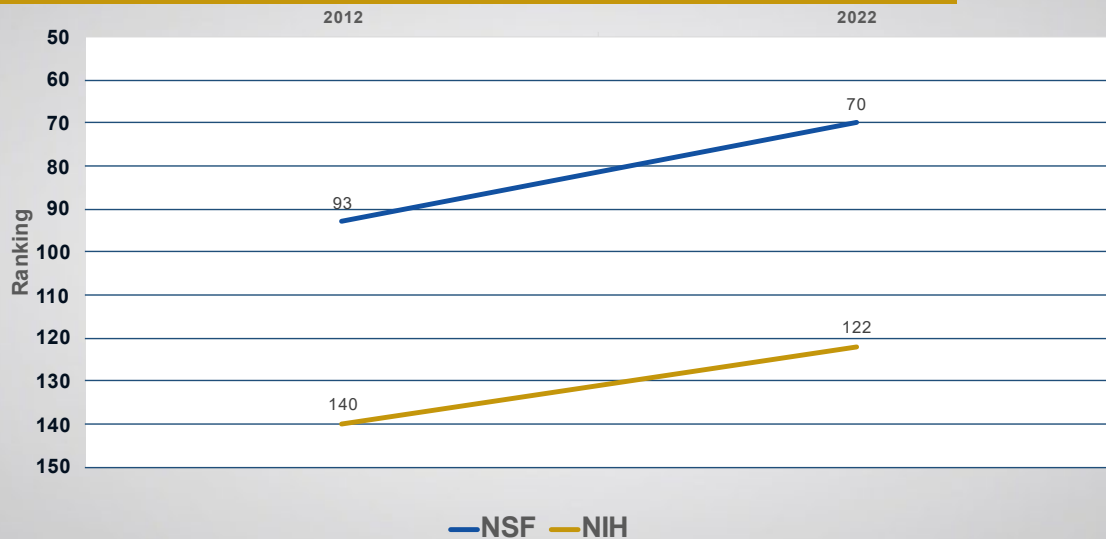
TOTAL RESEARCH EXPENDITURES TRENDS



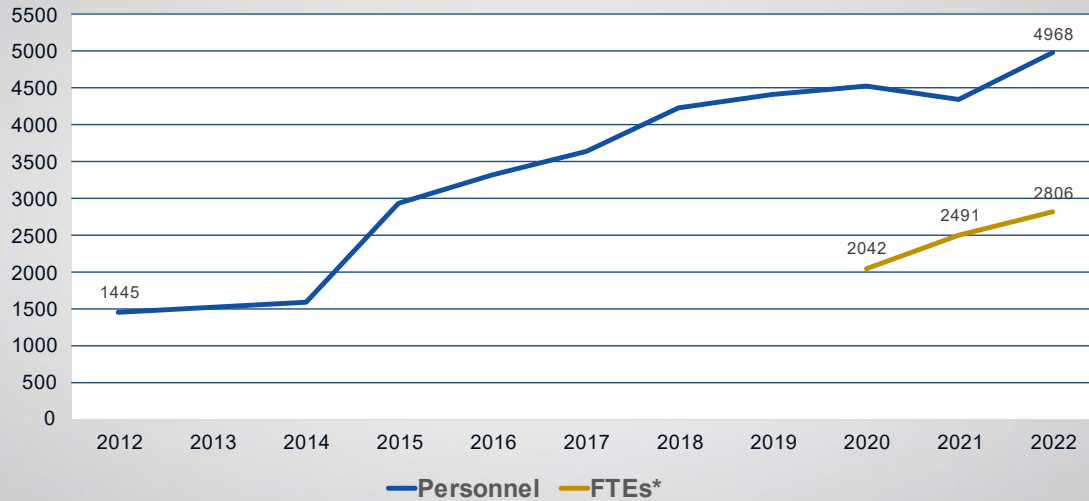
TOTAL RESEARCH RANKINGS PROGRESSION



NATIONAL RANKINGS OF NIH AND NSF FUNDING

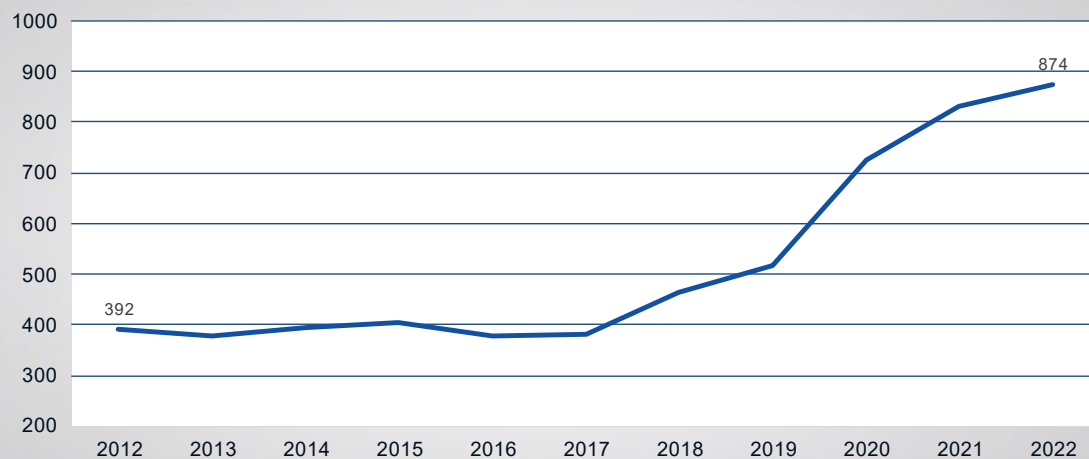


NUMBER OF PERSONNEL & FTEs PAID BY RESEARCH GRANTS

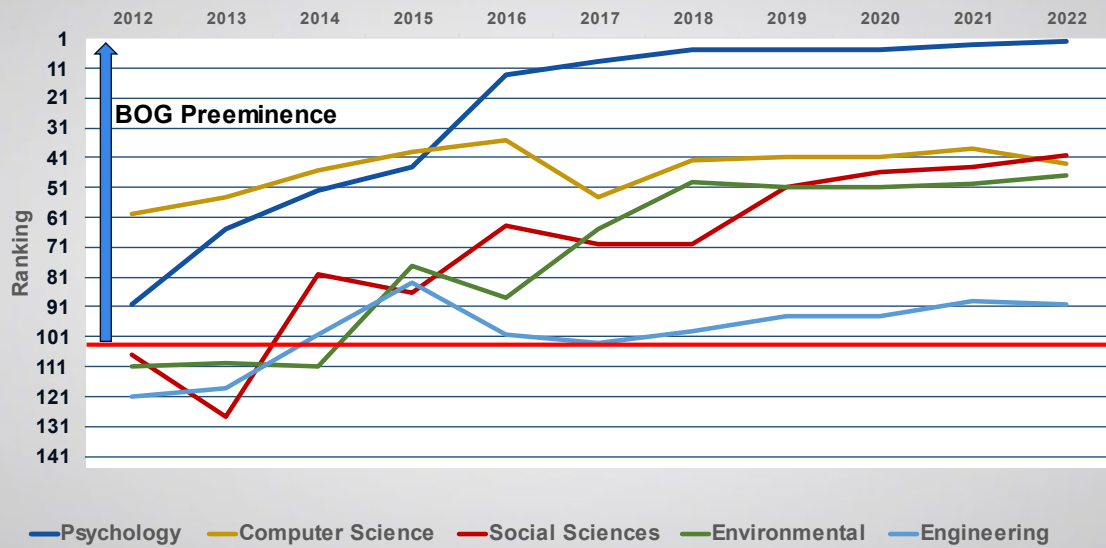


*FTEs reporting from NSF started in 2020

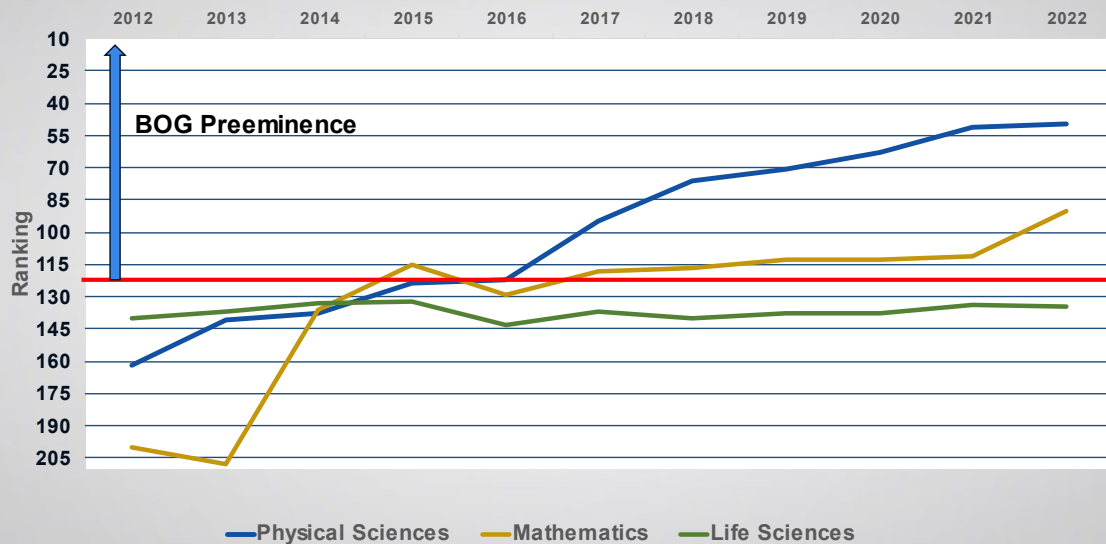
NUMBER OF PRINCIPAL INVESTIGATORS



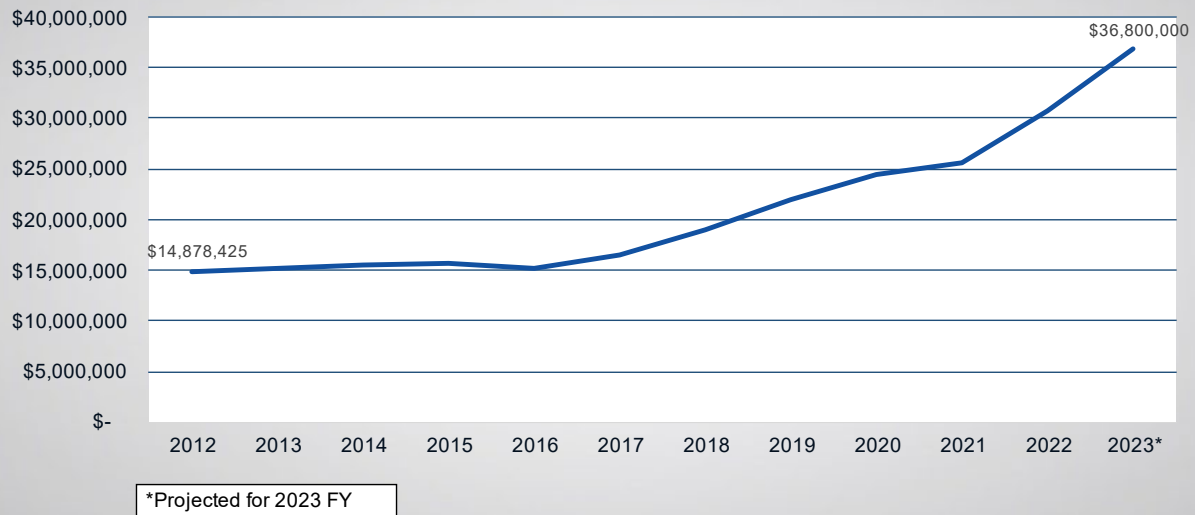
BOG PREEMINENCE NSF SUBFIELDS



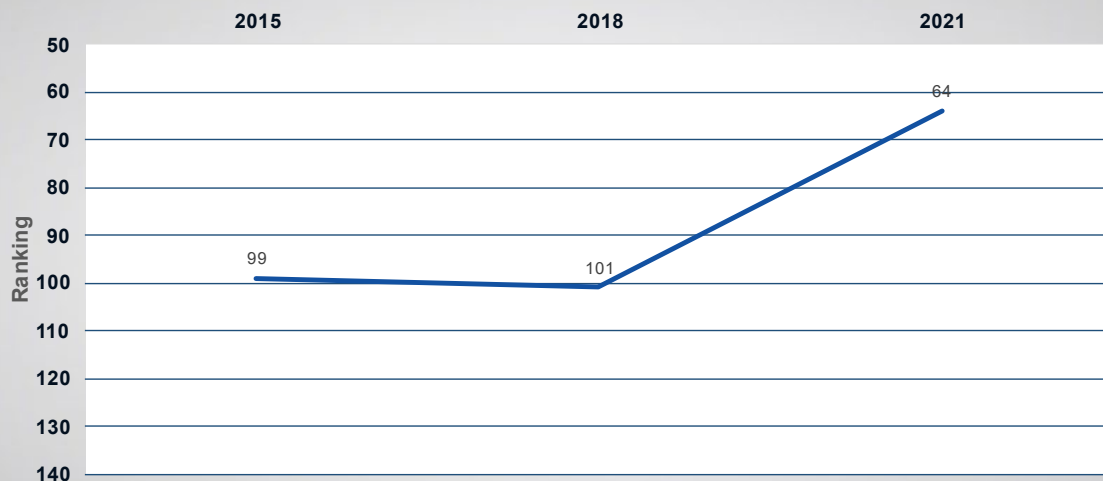
BOG PREEMINENCE NSF SUBFIELDS (Cont.)



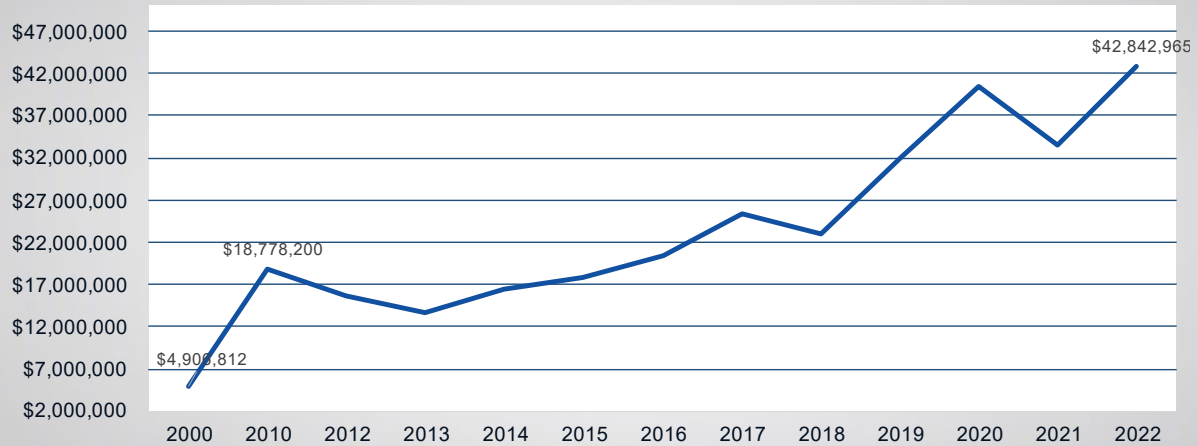
ANNUAL F&A (grant overhead) RECOVERY



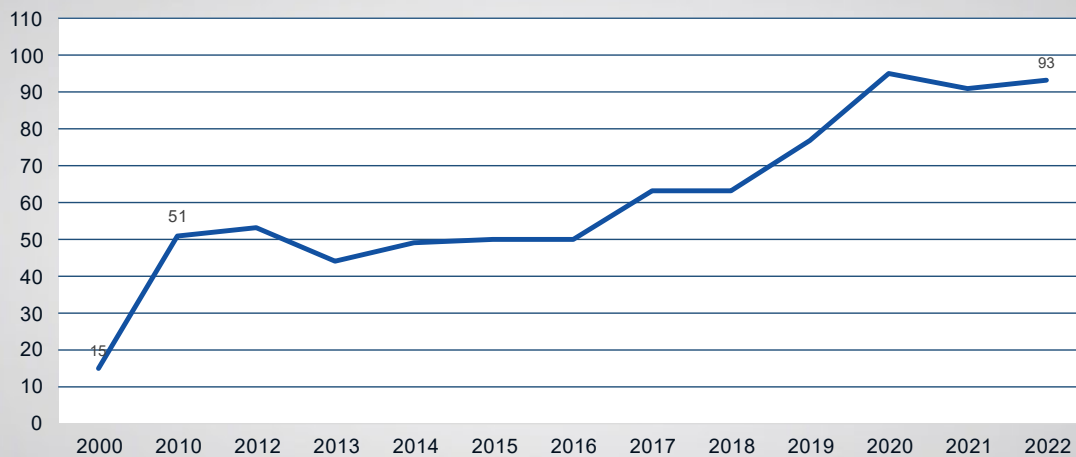
TOTAL RESEARCH RANKINGS AMONG PUBLIC R1s IN PAST 3 CARNEGIE CLASSIFICATIONS



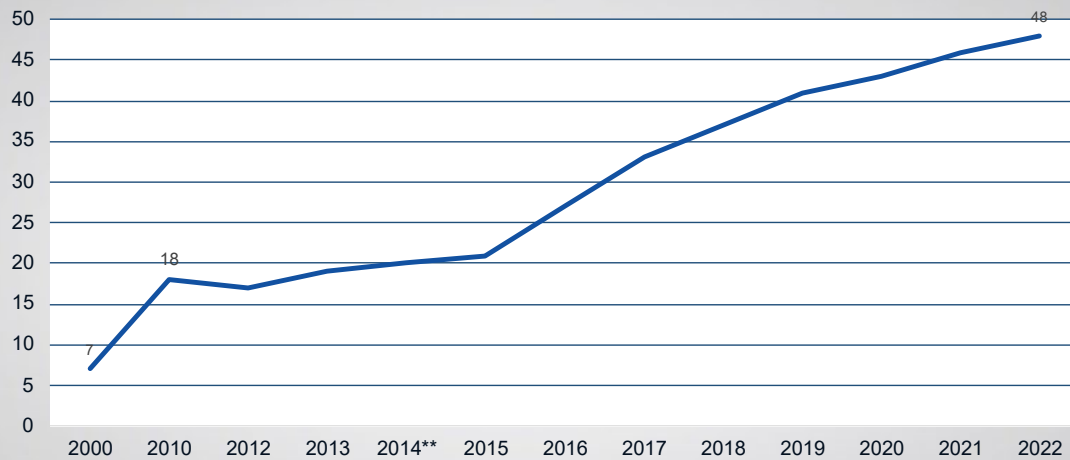
ANNUAL NIH FUNDING TRENDS



ANNUAL NIH FUNDING TRENDS: NUMBER OF AWARDS



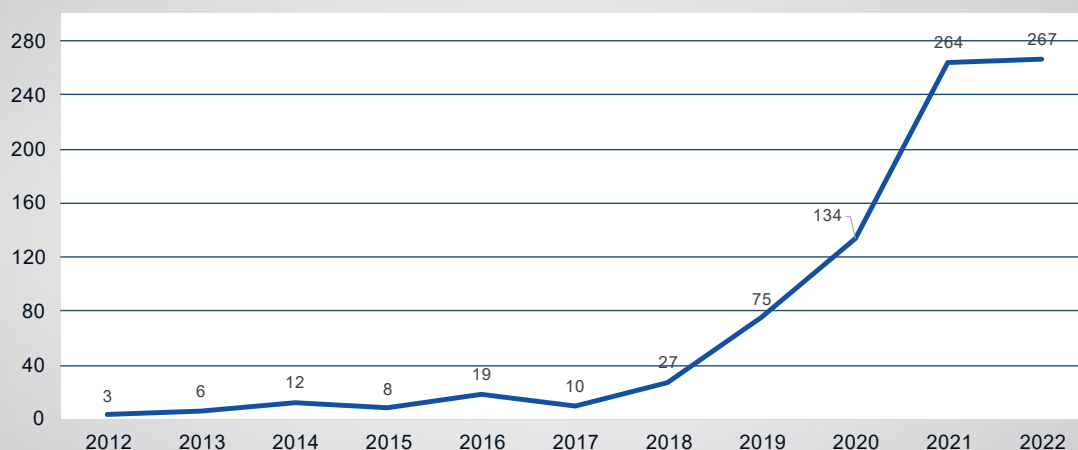
ANNUAL NIH FUNDING TRENDS: NUMBER OF NIH R01 AWARDS*



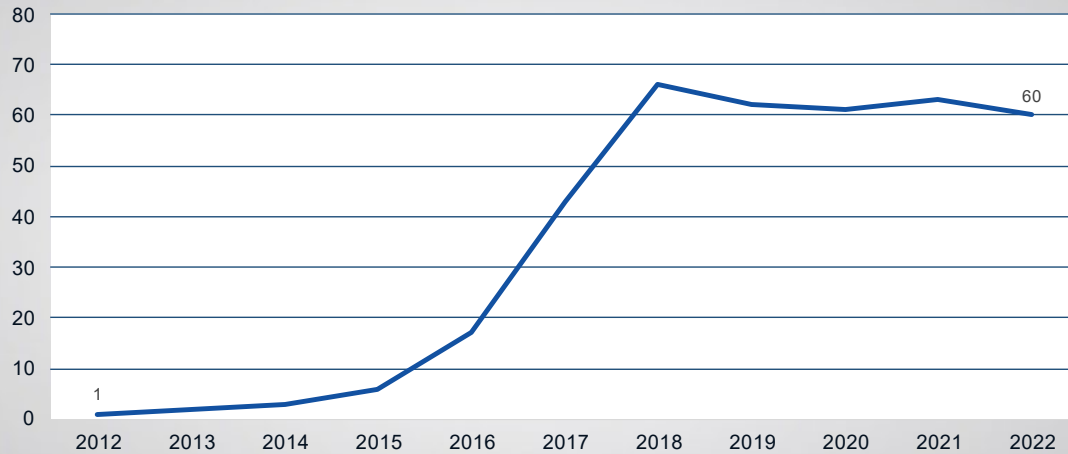
*R01 grants have the longest history with NIH, are largest research grants given to individual researchers and the most competitive (20% of NIH grant proposals awarded, but only 10% of R01s awarded).

**After 2014 FIU achieved a threshold of R01 grants that subsequently FIU could no longer submit a category of NIH grants (SC1-3) that are less competitive.

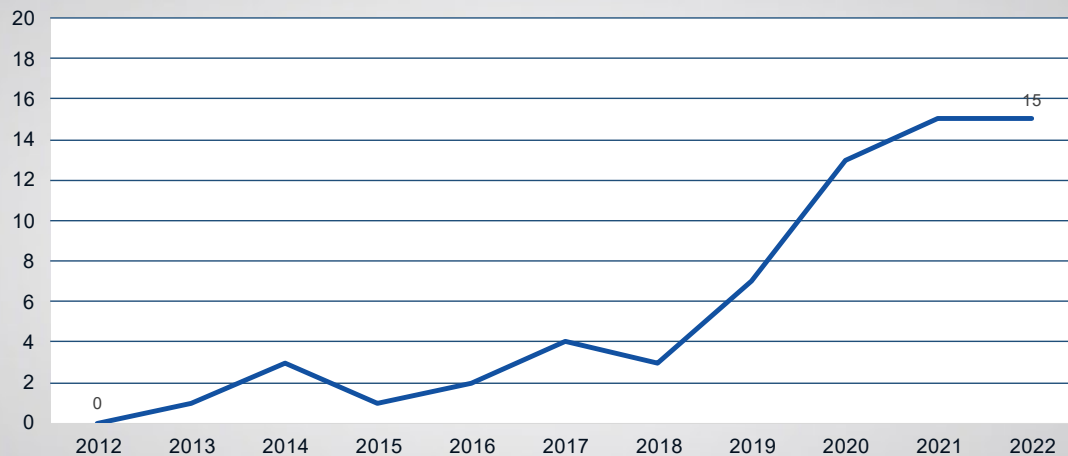
ANNUAL NIH FUNDING TRENDS: NUMBER OF PUBLICATIONS ASSOCIATED WITH NIH GRANTS



CALENDAR YEAR PATENT TRENDS



PATENT LICENSING TRENDS



RESEARCH DOCTORAL DEGREES AWARDED

